

2012 occupational stress survey – the Relationships stressor in HE

The Relationships stressor measures the respondent's level of stress, or well-being, relating to relationships at work.

This 'stressor' covers the impact at work of personal harassment, friction or anger between colleagues, bullying and strain.

Headlines – relationships stressor results for higher education

- The lowest level of well-being, or highest level of stress, on the Relationships stressor – which includes harassment, anger between colleagues and bullying - at a HEI in the 2012 UCU occupational stress survey was 3.05, on a scale where 1=lowest well-being and 5=highest well-being.
- The highest level of well-being, or lowest level of stress, at a HEI was 4.01.
- The average level of well-being on the Relationships stressor of UCU members in HE in the 2012 UCU occupational stress survey was 3.53, which was lower than the well-being of UCU members in HE in 2008, of 3.57. So workload stress levels for UCU members in higher education have got slightly worse in the last four years.
- By contrast, the average level of well-being on the Relationships stressor in the British working population, as measured by the Health and Safety Executive's 2008 study *Psychosocial Working Conditions in Britain*, was 4.20.
- In other words, UCU members at HEIs showed considerably less well-being – or considerably higher stress - on the Relationships stressor than the British working population as a whole.
- In addition, all HEI well-being scores on the Relationships stressor were below the HSE British average. In other words, all HEI respondents on average showed higher stress due to Relationships at work than the HSE British average.

The data

The data in this survey (conducted 16 April – 4 May 2012) are based on responses by UCU members to the Health and Safety Executive's questionnaire, the Management Standards Indicator Tool. The MSIT seeks to measure the level of well-being of respondents at work on the basis of their response to statements in the questionnaire.

The MSIT contains 35 statements, which are grouped under seven 'stressors': Demands (for which there are eight statements in the MSIT), Control (6 MSIT statements), Managerial Support (5 MSIT statements), Peer Support (4 MSIT statements), Relationships (4 MSIT statements), Role (5 MSIT statements) and Change (3 MSIT statements). There are five potential responses to each statement, ranging from 'Never' through to 'Always', or from 'Strongly disagree' through to 'Strongly agree'. For example, responses to the statement, 'I can decide when to take a break', under the Control stressor, are given a numerical value, ranging from 1 for 'Never', through to 5 for 'Always'.

An individual respondent's overall score for each stressor is calculated, based on the mean average of that individual's responses to each of the statements under a particular stressor, ranging from 1, for lowest well-being, to 5, for highest well-being.

To protect respondents' anonymity and promote data quality, in reporting results from UCU's 2012 occupational stress survey, UCU has been guided by the methodology of the UK's Higher Education Statistics Agency, that:

- Percentages based on 52 or fewer individuals must be suppressed
- Averages based on 7 or fewer individuals must be suppressed

The stress survey data make use of percentages and average data. Percentages are given when reporting the responses to a single item in the questionnaire. For example, in the higher education sample, 17.6% of respondents to the statement 'Different groups at work demand things from me that are hard to combine', relating to the Demands stressor, responded 'Always', 36.7% said 'Often', and so on.

In calculating the results for a given stressor, in this example the Demands stressor, a numerical value (for example, 1 for 'Never' through to 5 for 'Always', or vice-versa, and 1 for 'Strongly disagree' through to 5 for 'Strongly agree', or vice-versa) is given to each response by an individual – for example, a response of 'Never' to the statement 'Different groups at work demand things from me that are hard to combine', relating to the Demands stressor, would be given a score of 5. The average of an individual's response scores to the questions relating to a particular stressor is then calculated. Then the average of the average responses for respondents from a particular college or university is calculated, to give the stressor value for all respondents from a particular college or university.

Although, in the HESA methodology, averages based on 7 or fewer individuals should be suppressed, in higher education, UCU has not published averages for a particular higher education institution (HEI) based on 52 or fewer individuals, in the interests of robust data. In reporting the responses from UCU members in further education colleges (FECs), average data from FECs where there were 52 or fewer respondents are shown with a health warning; average data are not provided for a FEC where there were fewer than 20 respondents. UCU decided to publish FEC averages where there were between 20 and 52 respondents because the staff sizes at FECs tend to be smaller than in HEIs. Where any

individual's response to one or more of the survey questions relating to a stressor is missing, then the average stressor for that individual is not calculated.

The Relationships stressor – higher education

The Relationships stressor measures the respondent's well-being relating to relationships at work, including personal harassment, friction, bullying and strain.

The HEIs are grouped by score as follows:

Group A: UCU survey well-being highest 20 / stress level lowest 20

Group B: UCU survey average or above average well-being / average or below average stress level

Group C: Below UCU survey average well-being / above average stress level

Group D: UCU survey well-being lowest 20 / stress level highest 20

Stressor score range: 1.00 = lowest well-being / highest stress, 5.00 = highest well-being / lowest stress.

Relationships range, UCU 2012 survey: HEI highest score 4.01; lowest score 3.05.

Relationships: 2012 UCU HE respondents' mean average: 3.53; 2008 UCU HE respondents' mean average 3.57.

Health and Safety Executive 2008 mean average for British working population ¹: 4.20.

The Top and/or Bottom 20 may include more than 20 HEIs where there is a tied position.

Relationships – the statements

- I am subject to personal harassment in the form of unkind words or behaviour.
- There is friction or anger between colleagues.
- I am subject to bullying at work.
- Relationships at work are strained.

¹ HSE (2008) Psychosocial Working Conditions in Britain in 2008, pp 26-27. The 'not target' group.

RELATIONSHIPS STRESSOR – Higher Education	
<p>All HEI scores for the Relationships stressor were below the HSE 2008 average of 4.20. In other words, stress levels were higher in all HEIs than the HSE average.</p> <p>UCU HE 2012 average = 3.53 (N=14,324)</p> <p>1.00 = lowest well-being (or highest stress), 5.00 = highest well-being (or lowest stress). Within each group, HEIs are ranked alphabetically.</p> <p>N = number of respondents. Averages are not shown where there were fewer than 53 respondents at a HEI.</p>	N
Group A: UCU survey well-being highest 20 / stress level lowest 20 (Range of averages 3.653 to 4.008)	
Aberystwyth University	136
Birkbeck College	76
Cambridge, The University of	146
Edinburgh, The University of	276
Goldsmiths College	59
Imperial College of Science, Technology and Medicine	84
Institute of Education	69
King's College London	168
Leicester, The University of	166
London School of Economics and Political Science	139
London School of Hygiene and Tropical Medicine	62
Manchester, The University of	454
Newcastle-upon-Tyne, The University of	245
Open University	361
Oxford, The University of	227
Plymouth, The University of	149
Royal Holloway and Bedford New College	96
Sussex, The University of	174
York St John University	67
York, The University of	147
Group B: UCU survey average or above average well-being / average or below average stress level (range of averages: 3.534 to 3.650)	
Aberdeen, The University of	146
Bath, The University of	87

RELATIONSHIPS STRESSOR – Higher Education	
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	N
Brighton, The University of	98
Bristol, The University of	183
City University	107
Cumbria, University of	67
Durham, University of	160
Essex, The University of	100
Exeter, The University of	163
Heriot-Watt University	83
Hertfordshire, University of	79
Keele, The University of	78
Kent, The University of	183
Lancaster, The University of	138
Leeds, The University of	412
Liverpool, The University of	274
Loughborough University	158
Northampton, The University of	81
Nottingham Trent University	204
Nottingham, The University of	216
Reading, The University of	114
Sheffield Hallam University	153
Sheffield, The University of	221
Southampton, The University of	199
Strathclyde, The University of	161
Surrey, The University of	102
University College London	269
Westminster, The University of	78

RELATIONSHIPS STRESSOR – Higher Education	
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	N
Group C: Below UCU survey average well-being / above average stress level (range of averages: 3.398 to 3.529)	
Bangor University	66
Birmingham City University	87
Birmingham, The University of	208
Bradford, The University of	104
Cardiff University	167
Central Lancashire, The University of	136
Cranfield University	86
De Montfort University	122
East Anglia, The University of	110
Glasgow, The University of	223
Hull, The University of	88
Kingston University	82
Leeds Metropolitan University	145
Lincoln, The University of	63
Manchester Metropolitan University	139
Northumbria at Newcastle, The University of	122
Oxford Brookes University	68
Portsmouth, The University of	106
Queen Mary and Westfield College	138
Stirling, The University of	84
Sunderland, The University of	74
Swansea University	115
University of the West England, Bristol	111
Warwick, The University of	214

RELATIONSHIPS STRESSOR – Higher Education	
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N	
Group D: UCU survey well-being lowest 20 / stress level highest 20 (range of averages: 3.046 to 3.397)	
Anglia Ruskin University	74
Bournemouth University	95
Brunel University	102
Canterbury Christ Church University	73
Coventry University	56
Derby, University of	81
Dundee, The University of	116
East London, The University of	88
Greenwich, The University of	88
Liverpool John Moores University	127
London Metropolitan University	122
London South Bank University	92
Queen's University of Belfast	231
Salford, The University of	183
St Andrews, The University of	78
Staffordshire University	65
Teesside, The University of	85
Ulster, University of	169
University of the Arts, London	101
Wolverhampton, The University of	128

Source: UCU 2012 occupational stress survey

There were 52 or fewer respondents from the following HEIs:

Abertay Dundee, University of
Arts University College at Bournemouth
Aston University
Bath Spa University
Bedfordshire, University of
Bishop Grosseteste University College Lincoln
Bolton, The University of
Buckingham, The University of
Buckinghamshire New University
Central School of Speech and Drama
Chester, University of
Chichester, The University of
Conservatoire for Dance and Drama
Courtauld Institute of Art
Edge Hill University
Edinburgh College of Art
Edinburgh Napier University
Glasgow Caledonian University
Glasgow School of Art
Gloucestershire, University of
Glyndwr University
Harper Adams University College
Heythrop College
Huddersfield, The University of
Institute of Cancer Research
Leeds College of Music
Leeds Trinity University College
Liverpool Hope University
Liverpool Institute for Performing Arts
London Business School
Middlesex University
Newman University College
Norwich University College of the Arts
Queen Margaret University, Edinburgh
Ravensbourne
Robert Gordon University
Roehampton University
Rose Bruford College
Royal Academy of Music
Royal College of Art
Royal College of Music

Royal Northern College of Music
Royal Veterinary College
School of Oriental and African Studies
School of Pharmacy
Southampton Solent University
St George's Hospital Medical School
St Mary's University College
St Mary's University College, Twickenham
Stranmillis University College
Swansea Metropolitan University
Trinity Laban Conservatoire of Music and Dance
Trinity University College
UHI Millennium Institute
University Campus Suffolk
University College Birmingham
University College Falmouth
University College Plymouth St Mark and St John
University for the Creative Arts
University of London (Institutes and activities)
University of Wales Institute, Cardiff
University of West London
Wales (central functions), The University of
Wales, Lampeter, The University of
Wales, Newport, The University of
West of Scotland, The University of the
Winchester, The University of
Worcester, The University of
Writtle College

“I am subject to bullying at work”

Percentage of respondents saying they were ‘always’ and / or ‘often’ subject to bullying at work

HEI: Q21 I am subject to bullying at work	Always & often
Canterbury Christ Church University	19.2%
Staffordshire University	17.2%
Brunel University	16.3%
Teesside, The University of	16.1%
Swansea Metropolitan University	15.8%
University of the Arts, London	15.4%
Anglia Ruskin University	14.9%
London Metropolitan University	14.8%
Greenwich, The University of	14.6%
St Andrews, The University of	13.9%
Derby, University of	13.4%
Wolverhampton, The University of	13.0%
Dundee, The University of	12.6%
Lincoln, The University of	12.5%
London South Bank University	12.5%
Liverpool John Moores University	12.4%
Coventry University	12.3%
Queen Mary and Westfield College	12.3%
Ulster, University of	12.3%
Glamorgan, University of	12.2%
East London, The University of	12.0%
Queen's University of Belfast	12.0%
Kingston University	11.9%
Bournemouth University	11.8%
Swansea University	11.7%
Birmingham City University	11.5%
Cardiff University	11.5%
School of Oriental and African Studies	11.3%
Warwick, The University of	10.9%
Bradford, The University of	10.8%
Portsmouth, The University of	10.8%
Surrey, The University of	10.5%
Manchester Metropolitan University	10.4%
London School of Economics and Political Science	10.3%
Bangor University	10.1%
Cranfield University	10.1%
Glasgow, The University of	10.0%
Aberdeen, The University of	9.5%

HEI: Q21 I am subject to bullying at work	Always & often
Oxford, The University of	9.2%
Salford, The University of	9.1%
Hull, The University of	9.0%
Leeds Metropolitan University	9.0%
Sheffield, The University of	9.0%
City University	8.9%
Keele, The University of	8.9%
Westminster, The University of	8.9%
Cumbria, University of	8.7%
Bristol, The University of	8.6%
Northumbria at Newcastle, The University of	8.6%
Cambridge, The University of	8.4%
De Montfort University	8.2%
Sheffield Hallam University	8.2%
Loughborough University	8.1%
Royal Holloway and Bedford New College	8.1%
Brighton, The University of	8.0%
East Anglia, The University of	8.0%
Southampton, The University of	7.8%
Birmingham, The University of	7.6%
Hertfordshire, University of	7.6%
Oxford Brookes University	7.4%
Durham, University of	7.3%
Nottingham, The University of	7.3%
Imperial College of Science, Technology and Medicine	7.2%
Nottingham Trent University	6.7%
Liverpool, The University of	6.4%
Newcastle-upon-Tyne, The University of	6.4%
Central Lancashire, The University of	6.3%
Lancaster, The University of	6.3%
University of the West England, Bristol	6.2%
Reading, The University of	6.1%
Leicester, The University of	6.0%
Essex, The University of	5.9%
Kent, The University of	5.9%
Institute of Education	5.7%
Leeds, The University of	5.7%
Strathclyde, The University of	5.5%
Aston University	5.4%
University College London	5.4%
King's College London	5.3%
Birkbeck College	5.2%
Manchester, The University of	5.2%
Exeter, The University of	4.8%

HEI: Q21 I am subject to bullying at work	Always & often
Stirling, The University of	4.8%
York, The University of	4.7%
London School of Hygiene and Tropical Medicine	4.6%
Sussex, The University of	4.5%
Open University	4.3%
Plymouth, The University of	4.2%
Edinburgh, The University of	3.9%
Heriot-Watt University	3.7%
Northampton, The University of	3.7%
Bath, The University of	3.4%
Goldsmiths College	3.3%
York St John University	2.8%
Sunderland, The University of	2.6%
Aberystwyth University	2.2%

Q21 I am subject to bullying at work		Always	Often	Sometimes	Seldom	Never	Total
Aberdeen, The University of	Count	6	8	18	39	77	148
	% within HEI	4.1%	5.4%	12.2%	26.4%	52.0%	100.0%
Aberystwyth University	Count	2	1	18	34	83	138
	% within HEI	1.4%	.7%	13.0%	24.6%	60.1%	100.0%
Anglia Ruskin University	Count	1	10	14	21	28	74
	% within HEI	1.4%	13.5%	18.9%	28.4%	37.8%	100.0%
Aston University	Count	0	3	3	18	32	56
	% within HEI	.0%	5.4%	5.4%	32.1%	57.1%	100.0%
Bangor University	Count	3	4	8	22	32	69
	% within HEI	4.3%	5.8%	11.6%	31.9%	46.4%	100.0%
Bath, The University of	Count	1	2	19	20	46	88
	% within HEI	1.1%	2.3%	21.6%	22.7%	52.3%	100.0%
Birkbeck College	Count	0	4	15	17	41	77
	% within HEI	.0%	5.2%	19.5%	22.1%	53.2%	100.0%
Birmingham City University	Count	4	6	14	21	42	87
	% within HEI	4.6%	6.9%	16.1%	24.1%	48.3%	100.0%
Birmingham, The University of	Count	5	11	34	58	103	211
	% within HEI	2.4%	5.2%	16.1%	27.5%	48.8%	100.0%
Bournemouth University	Count	4	7	15	29	38	93
	% within HEI	4.3%	7.5%	16.1%	31.2%	40.9%	100.0%
Bradford, The University of	Count	5	7	20	30	49	111
	% within HEI	4.5%	6.3%	18.0%	27.0%	44.1%	100.0%
Brighton, The University of	Count	2	6	17	24	51	100
	% within HEI	2.0%	6.0%	17.0%	24.0%	51.0%	100.0%
Bristol, The University of	Count	4	12	25	46	100	187
	% within HEI	2.1%	6.4%	13.4%	24.6%	53.5%	100.0%
Brunel University	Count	10	7	19	28	40	104
	% within HEI	9.6%	6.7%	18.3%	26.9%	38.5%	100.0%
Cambridge, The University of	Count	5	8	20	33	89	155
	% within HEI	3.2%	5.2%	12.9%	21.3%	57.4%	100.0%
Canterbury Christ Church University	Count	1	13	9	11	39	73
	% within HEI	1.4%	17.8%	12.3%	15.1%	53.4%	100.0%
Cardiff University	Count	6	14	27	29	98	174
	% within HEI	3.4%	8.0%	15.5%	16.7%	56.3%	100.0%
Central Lancashire, The University of	Count	2	7	30	37	67	143

Q21 I am subject to bullying at work		Always	Often	Sometimes	Seldom	Never	Total
	% within HEI	1.4%	4.9%	21.0%	25.9%	46.9%	100.0%
City University	Count	2	8	21	23	58	112
	% within HEI	1.8%	7.1%	18.8%	20.5%	51.8%	100.0%
Coventry University	Count	2	5	15	12	23	57
	% within HEI	3.5%	8.8%	26.3%	21.1%	40.4%	100.0%
Cranfield University	Count	3	6	19	23	38	89
	% within HEI	3.4%	6.7%	21.3%	25.8%	42.7%	100.0%
Cumbria, University of	Count	4	2	13	18	32	69
	% within HEI	5.8%	2.9%	18.8%	26.1%	46.4%	100.0%
De Montfort University	Count	3	7	31	28	53	122
	% within HEI	2.5%	5.7%	25.4%	23.0%	43.4%	100.0%
Derby, University of	Count	1	10	26	24	21	82
	% within HEI	1.2%	12.2%	31.7%	29.3%	25.6%	100.0%
Dundee, The University of	Count	2	13	26	35	43	119
	% within HEI	1.7%	10.9%	21.8%	29.4%	36.1%	100.0%
Durham, University of	Count	3	9	24	35	94	165
	% within HEI	1.8%	5.5%	14.5%	21.2%	57.0%	100.0%
East Anglia, The University of	Count	2	7	21	33	50	113
	% within HEI	1.8%	6.2%	18.6%	29.2%	44.2%	100.0%
East London, The University of	Count	5	6	20	28	33	92
	% within HEI	5.4%	6.5%	21.7%	30.4%	35.9%	100.0%
Edinburgh, The University of	Count	4	7	29	57	186	283
	% within HEI	1.4%	2.5%	10.2%	20.1%	65.7%	100.0%
Essex, The University of	Count	2	4	17	28	51	102
	% within HEI	2.0%	3.9%	16.7%	27.5%	50.0%	100.0%
Exeter, The University of	Count	3	5	31	33	95	167
	% within HEI	1.8%	3.0%	18.6%	19.8%	56.9%	100.0%
Glamorgan, University of	Count	5	5	11	19	42	82
	% within HEI	6.1%	6.1%	13.4%	23.2%	51.2%	100.0%
Glasgow, The University of	Count	6	17	38	48	122	231
	% within HEI	2.6%	7.4%	16.5%	20.8%	52.8%	100.0%
Goldsmiths College	Count	0	2	10	15	34	61
	% within HEI	.0%	3.3%	16.4%	24.6%	55.7%	100.0%
Greenwich, The University of	Count	6	7	22	20	34	89
	% within HEI	6.7%	7.9%	24.7%	22.5%	38.2%	100.0%
Heriot-Watt University	Count	0	3	10	28	41	82
	% within HEI	.0%	3.7%	12.2%	34.1%	50.0%	100.0%

Q21 I am subject to bullying at work		Always	Often	Sometimes	Seldom	Never	Total
Hertfordshire, University of	Count	3	3	14	19	40	79
	% within HEI	3.8%	3.8%	17.7%	24.1%	50.6%	100.0%
Hull, The University of	Count	5	3	19	20	42	89
	% within HEI	5.6%	3.4%	21.3%	22.5%	47.2%	100.0%
Imperial College of Science, Technology and Medicine	Count	2	4	12	20	45	83
	% within HEI	2.4%	4.8%	14.5%	24.1%	54.2%	100.0%
Institute of Education	Count	1	3	13	13	40	70
	% within HEI	1.4%	4.3%	18.6%	18.6%	57.1%	100.0%
Keele, The University of	Count	2	5	8	16	48	79
	% within HEI	2.5%	6.3%	10.1%	20.3%	60.8%	100.0%
Kent, The University of	Count	4	7	24	47	103	185
	% within HEI	2.2%	3.8%	13.0%	25.4%	55.7%	100.0%
King's College London	Count	2	7	18	33	111	171
	% within HEI	1.2%	4.1%	10.5%	19.3%	64.9%	100.0%
Kingston University	Count	3	7	20	19	35	84
	% within HEI	3.6%	8.3%	23.8%	22.6%	41.7%	100.0%
Lancaster, The University of	Count	4	5	21	31	82	143
	% within HEI	2.8%	3.5%	14.7%	21.7%	57.3%	100.0%
Leeds Metropolitan University	Count	4	9	19	37	75	144
	% within HEI	2.8%	6.3%	13.2%	25.7%	52.1%	100.0%
Leeds, The University of	Count	6	18	61	93	244	422
	% within HEI	1.4%	4.3%	14.5%	22.0%	57.8%	100.0%
Leicester, The University of	Count	8	2	20	30	108	168
	% within HEI	4.8%	1.2%	11.9%	17.9%	64.3%	100.0%
Lincoln, The University of	Count	2	6	5	19	32	64
	% within HEI	3.1%	9.4%	7.8%	29.7%	50.0%	100.0%
Liverpool John Moores University	Count	5	11	23	27	63	129
	% within HEI	3.9%	8.5%	17.8%	20.9%	48.8%	100.0%
Liverpool, The University of	Count	11	7	39	66	160	283
	% within HEI	3.9%	2.5%	13.8%	23.3%	56.5%	100.0%
London Metropolitan University	Count	4	15	30	36	43	128
	% within HEI	3.1%	11.7%	23.4%	28.1%	33.6%	100.0%
London School of Economics and Political Science	Count	3	12	10	29	91	145
	% within HEI	2.1%	8.3%	6.9%	20.0%	62.8%	100.0%
London School of Hygiene and Tropical Medicine	Count	1	2	3	16	43	65
	% within HEI	1.5%	3.1%	4.6%	24.6%	66.2%	100.0%
London South Bank University	Count	3	9	20	26	38	96

Q21 I am subject to bullying at work		Always	Often	Sometimes	Seldom	Never	Total
	% within HEI	3.1%	9.4%	20.8%	27.1%	39.6%	100.0%
Loughborough University	Count	7	6	17	36	95	161
	% within HEI	4.3%	3.7%	10.6%	22.4%	59.0%	100.0%
Manchester Metropolitan University	Count	1	14	24	43	62	144
	% within HEI	.7%	9.7%	16.7%	29.9%	43.1%	100.0%
Manchester, The University of	Count	10	14	58	103	275	460
	% within HEI	2.2%	3.0%	12.6%	22.4%	59.8%	100.0%
Newcastle-upon-Tyne, The University of	Count	5	11	28	54	153	251
	% within HEI	2.0%	4.4%	11.2%	21.5%	61.0%	100.0%
Northampton, The University of	Count	1	2	15	17	47	82
	% within HEI	1.2%	2.4%	18.3%	20.7%	57.3%	100.0%
Northumbria at Newcastle, The University of	Count	4	7	21	33	63	128
	% within HEI	3.1%	5.5%	16.4%	25.8%	49.2%	100.0%
Nottingham Trent University	Count	3	11	27	54	113	208
	% within HEI	1.4%	5.3%	13.0%	26.0%	54.3%	100.0%
Nottingham, The University of	Count	6	10	22	48	134	220
	% within HEI	2.7%	4.5%	10.0%	21.8%	60.9%	100.0%
Open University	Count	5	11	45	80	227	368
	% within HEI	1.4%	3.0%	12.2%	21.7%	61.7%	100.0%
Oxford Brookes University	Count	2	3	11	22	30	68
	% within HEI	2.9%	4.4%	16.2%	32.4%	44.1%	100.0%
Oxford, The University of	Count	5	16	27	34	146	228
	% within HEI	2.2%	7.0%	11.8%	14.9%	64.0%	100.0%
Plymouth, The University of	Count	1	5	13	30	95	144
	% within HEI	.7%	3.5%	9.0%	20.8%	66.0%	100.0%
Portsmouth, The University of	Count	3	9	17	30	52	111
	% within HEI	2.7%	8.1%	15.3%	27.0%	46.8%	100.0%
Queen Mary and Westfield College	Count	6	12	26	24	78	146
	% within HEI	4.1%	8.2%	17.8%	16.4%	53.4%	100.0%
Queen's University of Belfast	Count	2	26	55	50	101	234
	% within HEI	.9%	11.1%	23.5%	21.4%	43.2%	100.0%
Reading, The University of	Count	2	5	17	25	66	115
	% within HEI	1.7%	4.3%	14.8%	21.7%	57.4%	100.0%
Royal Holloway and Bedford New College	Count	2	6	11	24	56	99
	% within HEI	2.0%	6.1%	11.1%	24.2%	56.6%	100.0%
Salford, The University of	Count	6	12	42	54	84	198
	% within HEI	3.0%	6.1%	21.2%	27.3%	42.4%	100.0%

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School of Oriental and African Studies	Count	1	5	8	9	30	53
	% within HEI	1.9%	9.4%	15.1%	17.0%	56.6%	100.0%
Sheffield Hallam University	Count	1	12	20	34	92	159
	% within HEI	.6%	7.5%	12.6%	21.4%	57.9%	100.0%
Sheffield, The University of	Count	6	14	24	44	134	222
	% within HEI	2.7%	6.3%	10.8%	19.8%	60.4%	100.0%
Southampton, The University of	Count	7	9	32	50	106	204
	% within HEI	3.4%	4.4%	15.7%	24.5%	52.0%	100.0%
St Andrews, The University of	Count	4	7	7	21	40	79
	% within HEI	5.1%	8.9%	8.9%	26.6%	50.6%	100.0%
Staffordshire University	Count	3	8	11	12	30	64
	% within HEI	4.7%	12.5%	17.2%	18.8%	46.9%	100.0%
Stirling, The University of	Count	0	4	19	19	42	84
	% within HEI	.0%	4.8%	22.6%	22.6%	50.0%	100.0%
Strathclyde, The University of	Count	3	6	21	43	90	163
	% within HEI	1.8%	3.7%	12.9%	26.4%	55.2%	100.0%
Sunderland, The University of	Count	0	2	21	23	30	76
	% within HEI	.0%	2.6%	27.6%	30.3%	39.5%	100.0%
Surrey, The University of	Count	4	7	14	22	58	105
	% within HEI	3.8%	6.7%	13.3%	21.0%	55.2%	100.0%
Sussex, The University of	Count	1	7	27	50	92	177
	% within HEI	.6%	4.0%	15.3%	28.2%	52.0%	100.0%
Swansea Metropolitan University	Count	0	3	4	1	11	19
	% within HEI	.0%	15.8%	21.1%	5.3%	57.9%	100.0%
Swansea University	Count	3	11	17	24	65	120
	% within HEI	2.5%	9.2%	14.2%	20.0%	54.2%	100.0%
Teesside, The University of	Count	4	10	11	19	43	87
	% within HEI	4.6%	11.5%	12.6%	21.8%	49.4%	100.0%
Ulster, University of	Count	4	17	38	52	60	171
	% within HEI	2.3%	9.9%	22.2%	30.4%	35.1%	100.0%
University College London	Count	5	10	44	71	147	277
	% within HEI	1.8%	3.6%	15.9%	25.6%	53.1%	100.0%
University of the Arts, London	Count	3	13	25	24	39	104
	% within HEI	2.9%	12.5%	24.0%	23.1%	37.5%	100.0%
University of the West England, Bristol	Count	2	5	20	23	63	113
	% within HEI	1.8%	4.4%	17.7%	20.4%	55.8%	100.0%
Warwick, The University of	Count	7	17	39	62	95	220

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	% within HEI	3.2%	7.7%	17.7%	28.2%	43.2%	100.0%
Westminster, The University of	Count	1	6	7	22	43	79
	% within HEI	1.3%	7.6%	8.9%	27.8%	54.4%	100.0%
Wolverhampton, The University of	Count	4	13	26	36	52	131
	% within HEI	3.1%	9.9%	19.8%	27.5%	39.7%	100.0%
York St John University	Count	1	1	6	17	46	71
	% within HEI	1.4%	1.4%	8.5%	23.9%	64.8%	100.0%
York, The University of	Count	3	4	24	24	93	148
	% within HEI	2.0%	2.7%	16.2%	16.2%	62.8%	100.0%

Source: UCU 2012 occupational stress survey