



High-Level Results from Our Culture Conversation

Colleague health and wellbeing

Positive feedback	Areas to improve
Colleagues mostly agree that they have mutually supportive relationships at work, reflected in the overall score of 7.8.	The overall scores for workload are low as a result of colleagues working long hours – this is reflected across professional services and academic job families, but especially for part-time colleagues
Actions being taken We will be sharing an update on how the newly developed workload allocation and equity principles will be embedded. Discussions at Faculty Wellbeing, Inclusion & Culture Committees (FWICCs), Professional Services Wellbeing, Inclusion & Culture Committee (PS WICC) and Head of Department Engage meetings are looking at how to support prioritisation. Professional services workload principles are being considered at PS WICC.	
Positive feedback	Areas to improve
Colleagues feel able to discuss their wellbeing with their managers and seek support as needed.	Colleagues cite the need for department/team level communication about wellbeing support provision.
Actions being taken Our colleague wellbeing web pages contain a lot of useful information; we will also remind our leaders of the ' Supporting the mental wellbeing of your team ' training and our network of Mental Health Champions , supported through our colleague wellbeing team.	
Positive feedback	Areas to improve
Improved work-life balance through hybrid working.	Stigma and fear around mental health disclosure.
Actions being taken Many of us have already begun sharing our stories and experiences through the ' This is Me ' campaign. We'll keep improving and promoting disclosure process to enable further safety in disclosure.	

Equality, Diversity and inclusion:

Positive feedback	Areas to improve
Colleagues understand why diversity is, and should be, a priority and believe that the University is making efforts.	Enhance representation across the leadership of the University.
Actions being taken Develop diverse pipelines into leadership. This has begun through programmes like 100 Black Women Professors Now Programme (100BWP) and will be continued through a new flagship VC-sponsored Academic Leadership Development Programme which will be developed this year.	
Positive feedback	Areas to improve

Colleagues rate our colleague networks as making a big contribution to our sense of belonging e.g., LGBTQ+, Trans cafe and Disability network. (see webpage).	Colleague feedback calls for a greater focus on socio-economic background in addition to current areas of focus.
Actions being taken Ongoing communication on our work to close Pay Gaps , and more widely on our Equality, Diversity and Inclusion activities.	
Positive feedback	Areas to improve
Trust in the University to take appropriate action against problems.	Visible actions / outcomes when incidents occur.
Actions being taken We will be taking steps to improve transparency of and trust within reporting mechanisms and processes including Exeter Speaks Out .	

Transformation and change

Positive feedback	Areas to improve
Clarity of communication and flows of information (particularly citing the VC talks). Colleagues felt they had appropriate scope to influence the change to our structures and were able to share their thoughts and opinions.	Need for continued communication on the rationale for recent organisational change. Feedback also calls for improved closing of feedback loops so that colleagues feel that their contributions were valued.
Actions being taken Show how our structures will enable Strategy 2030 – for more information on this please see our recently launched Strategy 2030: Our Progress website .	