

# EMPLOYEE ENGAGEMENT SURVEY RESULTS 2025

**54%**  
Response rate  
(2200 of 4083)

**Employee Engagement Score** **77%**

The Employee Engagement Score indicates how staff feel about working at the University. It is based on responses to five statements. We will ask these same questions every time we carry out an Employee Engagement Survey to monitor levels of engagement.



**92%**  
of staff said "I care about the future of the University."

**72%**   
I would recommend the University as a good place to work

**74%**   
Working here makes me want to do the best work I can

**73%**   
I would still like to be working here in two years' time

**77%**   
I am proud to say I work for the University

## Key Drivers of Engagement

These were identified from questions about engagement as most important to colleagues, and are unique to Reading.

purpose **quality work**  
**belonging**  
personal achievement **contribution**

## Highest scoring questions

**82%**  
I find my work interesting and challenging

**85%**  
I am clear about what I am expected to achieve in my job



**92%**  
I care about the future of the University

**91%**  
I believe the University is an environmentally responsible organisation

**88%**  
My manager treats me fairly and with respect

## Lowest scoring questions

Change here is well managed **33%**

I know how well the University is doing against its strategic plan **35%**

In comparison to people doing comparable jobs in other organisation I think my pay is reasonable **37%**

The University Executive Board make the effort to listen to staff **38%**

I believe action will be taken as a result of this survey **40%**

## Best thing about working for the University

- People and teamwork
- Flexible and hybrid working
- Working with students and young people
- Campus and physical environment
- Seen as environmentally responsible

## Things you would like to change

- Levels of staffing and workload
- Career progression and reward
- Systems and processes
- Agility and innovation

