

2012 occupational stress survey – the Relationships stressor in FE

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 further 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 further education college (FEC) in the 2012 UCU occupational stress survey was 2.92, 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 FEC was 4.0.
- The average level of well-being on the Relationships stressor of UCU members in FE in the 2012 UCU occupational stress survey was 3.51, which was marginally lower than the well-being of UCU members in FE in 2008, of 3.52. So workload stress levels for UCU members in further education have got slightly higher 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 FECs showed considerably lower well-being – or considerably more stress - on the Relationships stressor than the British working population as a whole.
- In addition, all FEC well-being scores on the Relationships stressor were below the HSE British average. In other words, all HEI respondents on average showed more 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, and limiting

publication to FECs where at least 53 members had responded meant not publishing data about a large number of colleges. 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 – further education

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

The FECs 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, 5.00 = highest well-being.

Relationships range, UCU 2012 survey: FEC highest score 4.00; lowest score 2.92.

Relationships: 2012 UCU FE respondents' mean average: 3.51; 2008 UCU FE respondents' mean average: 3.52.

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 FECs 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 – Further Education | |
|--|----------|
| <p>All FEC scores for the Relationships stressor were below the HSE 2008 average of 4.20. In other words, stress levels were higher in all FECs than the HSE average.</p> <p>UCU FE 2012 average = 3.514 (N=6,913)</p> <p>1.00 = lowest well-being (or highest stress), 5.00 = highest well-being (or lowest stress). Within each group, FECs are ranked alphabetically.</p> <p>N = number of respondents. Averages are not shown where there were fewer than 20 respondents at a FEC; averages where there were between 20 and 52 respondents should be treated with caution because of the small sample size.</p> | |
| | N |
| Group A: UCU survey well-being highest 20 / stress level lowest 20 (range of averages: 3.75 to 4.00) | |
| Bishop Auckland College | 22 |
| Bracknell And Wokingham College | 22 |
| Bromley College Of Further And Higher Education | 41 |
| Coleg Menai | 43 |
| Dudley College Of Technology | 66 |
| Exeter College | 45 |
| Fareham College | 25 |
| Filton College | 29 |
| Harrow College | 29 |
| Isle Of Wight College (The) | 22 |
| New College, Swindon | 35 |
| Runshaw College | 21 |
| South Downs College | 41 |
| South West College (NI) | 21 |
| Stanmore College | 26 |
| Swindon College | 24 |
| Truro & Penwith College | 71 |
| West Thames College | 42 |
| Westminster Kingsway College | 61 |
| Wiltshire College | 33 |
| Yeovil College | 35 |
| | |

| RELATIONSHIPS STRESSOR – Further Education | |
|--|----|
| <p>All FEC scores for the Relationships stressor were below the HSE 2008 average of 4.20. In other words, stress levels were higher in all FECs than the HSE average.</p> <p>UCU FE 2012 average = 3.514 (N=6,913)</p> <p>1.00 = lowest well-being (or highest stress), 5.00 = highest well-being (or lowest stress). Within each group, FECs are ranked alphabetically.</p> <p>N = number of respondents. Averages are not shown where there were fewer than 20 respondents at a FEC; averages where there were between 20 and 52 respondents should be treated with caution because of the small sample size.</p> | |
| Group B: UCU survey average or above average well-being / average or below average stress level (range of averages: 3.514 to 3.743) | |
| Barnfield College | 25 |
| Barnsley College | 70 |
| Blackburn College | 67 |
| Bolton College | 63 |
| Bridgwater College | 38 |
| Brooksby Melton College | 25 |
| Burnley College | 36 |
| City And Islington College | 45 |
| City College Plymouth | 22 |
| City College, Birmingham | 25 |
| City Of Bristol College | 71 |
| City Of Sunderland College | 76 |
| Coleg Gwent | 79 |
| Coleg Llandrillo Cymru | 46 |
| Coleg Sir Gar | 71 |
| College Of North West London (The) | 27 |
| Cornwall College | 64 |
| Darlington College Of Technology | 31 |
| Derby College | 84 |
| Furness College | 22 |
| Greenwich Community College | 34 |
| Guildford College Of Further And Higher Education | 23 |
| Harlow College | 46 |
| Hertford Regional College | 25 |

RELATIONSHIPS STRESSOR – Further Education

All FEC scores for the Relationships stressor were below the HSE 2008 average of 4.20. In other words, stress levels were higher in all FECs than the HSE average.

UCU FE 2012 average = 3.514 (N=6,913)

1.00 = lowest well-being (or highest stress), 5.00 = highest well-being (or lowest stress). Within each group, FECs are ranked alphabetically.

N = number of respondents. Averages are not shown where there were fewer than 20 respondents at a FEC; averages where there were between 20 and 52 respondents should be treated with caution because of the small sample size.

| | N |
|--|----------|
| Hopwood Hall College | 56 |
| Hull College | 59 |
| Kingston College | 47 |
| Kirklees College | 100 |
| Knowsley Community College | 25 |
| Leeds City College | 121 |
| Leeds College Of Building | 32 |
| Leicester College | 49 |
| Lewisham College | 47 |
| Liverpool Community College | 72 |
| Mid-Kent College Of Higher And Further Education | 38 |
| Milton Keynes College | 93 |
| Neath Port Talbot College | 20 |
| New College Stamford | 23 |
| Newcastle-Under-Lyme College | 21 |
| North Warwickshire And Hinckley College | 36 |
| Oaklands College | 54 |
| Oxford And Cherwell Valley College | 20 |
| Rotherham College Of Arts And Technology | 27 |
| Sheffield College (The) | 83 |
| Shrewsbury College Of Arts And Technology | 29 |
| Solihull College (The) | 38 |
| South Nottingham College | 77 |
| Southern Regional College (NI) | 105 |
| St Helens College | 44 |
| Stroud College Of Further Education | 20 |

| RELATIONSHIPS STRESSOR – Further Education | |
|--|----------|
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| | N |
| Suffolk New College | 66 |
| Sussex Downs College | 50 |
| Uxbridge College | 66 |
| Wakefield College | 48 |
| Waltham Forest College | 50 |
| West Nottinghamshire College | 42 |
| West Suffolk College | 22 |
| Wigan And Leigh College | 40 |
| | |
| Group C: Below UCU survey average well-being / above average stress level (range of averages: 3.305 to 3.508) | |
| Barking College | 34 |
| Barnet College | 42 |
| Belfast Metropolitan College | 111 |
| Birmingham Metropolitan College | 44 |
| Bournemouth And Poole College | 25 |
| Bournville College Of Further Education | 30 |
| Bradford College | 141 |
| Brooklands College | 32 |
| Cambridge Regional College | 25 |
| Canterbury College | 36 |
| Cardiff and Vale College | 58 |
| Central Sussex College | 39 |
| Chesterfield College | 59 |
| Chichester College Of Arts, Science And Technology | 24 |
| City College Coventry | 62 |

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UCU FE 2012 average = 3.514 (N=6,913)

1.00 = lowest well-being (or highest stress), 5.00 = highest well-being (or lowest stress). Within each group, FECs are ranked alphabetically.

N = number of respondents. Averages are not shown where there were fewer than 20 respondents at a FEC; averages where there were between 20 and 52 respondents should be treated with caution because of the small sample size.

| | N |
|--|----------|
| City College Norwich | 54 |
| City College, Brighton And Hove | 21 |
| City Literary Institute (The) | 26 |
| Colchester Institute | 40 |
| Deeside College | 24 |
| Ealing, Hammersmith And West London College | 53 |
| Gateshead College | 42 |
| Hackney Community College | 57 |
| Herefordshire College Of Art | 22 |
| Hugh Baird College | 28 |
| Kensington And Chelsea College | 53 |
| Lincoln College | 28 |
| Loughborough College | 30 |
| Macclesfield College | 28 |
| New College, Nottingham | 108 |
| Newcastle College | 55 |
| Northampton College | 24 |
| Northern Regional College (NI) | 32 |
| Northumberland College | 66 |
| Richmond Upon Thames College | 58 |
| South and West Kent College | 28 |
| South Birmingham College | 40 |
| South Cheshire College | 39 |
| South Devon College | 35 |
| South East Essex College Of Further And Higher Education | 48 |
| South Staffordshire College | 26 |

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UCU FE 2012 average = 3.514 (N=6,913)

1.00 = lowest well-being (or highest stress), 5.00 = highest well-being (or lowest stress). Within each group, FECs are ranked alphabetically.

N = number of respondents. Averages are not shown where there were fewer than 20 respondents at a FEC; averages where there were between 20 and 52 respondents should be treated with caution because of the small sample size.

| | N |
|---|----------|
| South Thames College | 63 |
| Southport College | 41 |
| Stafford College | 38 |
| Stoke-On-Trent College | 44 |
| Stourbridge College | 20 |
| Telford College Of Arts And Technology | 43 |
| Tower Hamlets College | 39 |
| Warwickshire College | 75 |
| | |
| Group D: UCU survey well-being lowest 20 / stress level highest 20 (range of averages: 2.924 to 3.296) | |
| Blackpool And The Fylde College | 47 |
| City Of Wolverhampton College | 43 |
| College Of Haringey, Enfield And North East London | 59 |
| College Of West Anglia (The) | 56 |
| Croydon College | 20 |
| Doncaster College | 55 |
| Grimsby Institute of Further and Higher Education | 51 |
| Lambeth College | 37 |
| New College, Durham | 39 |
| Northwest Regional College (NI) | 75 |
| Preston College | 27 |
| Sandwell College | 22 |
| South Eastern Regional College (NI) | 31 |
| South Tyneside College | 67 |
| Southwark College | 24 |

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| | N |
|---------------------------|----------|
| Stephenson College | 23 |
| Stockport College Of F&He | 35 |
| The Manchester College | 123 |
| Tresham Institute | 38 |
| York College | 30 |

Source: UCU 2012 occupational stress survey

There were fewer than 20 respondents from the following FECs:

| FECs with fewer than 20 respondents |
|--|
| Abingdon And Witney College |
| Accrington And Rossendale College |
| Amersham And Wycombe College |
| Askham Bryan College |
| Aylesbury College |
| Basingstoke College Of Technology |
| Basingstoke College of Technology |
| Bedford College |
| Berkshire College Of Agriculture (The) |
| Bexley College |
| Bicton College |
| Birmingham Adult Education Service |
| Bishop Burton College |
| Boston College |
| Bridgend College |
| Brockenhurst College |
| Burton College |
| Bury College |
| Calderdale Colleges Corporation (The) |
| Capel Manor College |
| Carlisle College |
| Carshalton College |
| Castle College |
| Central Bedfordshire College |
| Chelmsford College |
| Chichester College of Arts, Science and Technology |
| Cirencester College |
| City and Islington College |
| City College, Brighton and Hove |
| City Of Bath College |
| City Of Westminster College |
| Cleveland College Of Art And Design |
| Coleg Ceredigion |
| Coleg Harlech/WEA (North Wales) |
| Coleg Morgannwg |

| FECs with fewer than 20 respondents |
|---|
| Coleg Powys |
| Craven College |
| Dearne Valley College |
| Derwentside College |
| East Berkshire College |
| East Durham And Houghall Community College |
| East Riding College |
| East Surrey College |
| Eastleigh College |
| Easton College |
| Epping Forest College |
| Farnborough College Of Technology |
| Fircroft College Of Adult Education |
| Gloucestershire College Of Arts And Technology |
| Gower College Swansea |
| Grantham College |
| Great Yarmouth College Of Further Education |
| Hadlow College |
| Halesowen College |
| Hartlepool College Of Further Education |
| Hartpury College |
| Havering College Of Further And Higher Education |
| Henley College Coventry |
| Herefordshire College Of Technology |
| Hereward College Of Further Education |
| Highbury College, Portsmouth |
| Hillcroft College |
| Huntingdonshire Regional College |
| Joseph Priestley College |
| Kendal College |
| Kidderminster College |
| Kingston Maurward College |
| Lakes College, West Cumbria |
| Lancaster And Morecambe College |
| Leeds College Of Art |
| Leek College Of Further Education And School Of Art |

| FECs with fewer than 20 respondents |
|--|
| Lowestoft College |
| Mary Ward Centre (The) |
| Merthyr Tydfil College-University of Glamorgan |
| Mid-Cheshire College Of Further Education |
| Middlesbrough College |
| Morley College |
| Moulton College |
| Myerscough College |
| Nelson And Colne College |
| Newbury College |
| Newham College Of Further Education |
| North East Surrey College Of Technology |
| North East Worcestershire College |
| North Hertfordshire College |
| North Lindsey College |
| North Nottinghamshire College |
| North West Kent College Of Technology |
| Northbrook College, Sussex |
| Norton Radstock College |
| Oldham College |
| Orpington College Of Further Education |
| Otley College Of Agriculture And Horticulture |
| Pembrokeshire College |
| Peterborough Regional College |
| Petroc |
| Plumpton College |
| Plymouth College Of Art |
| Queen Alexandra College |
| Reading College |
| Reaseheath College |
| Redbridge College |
| Redcar And Cleveland College |
| Richmond Adult And Community College |
| Riverside College, Halton |
| Royal Forest Of Dean College |
| Royal National College Hereford |

| FECs with fewer than 20 respondents |
|--|
| Ruskin College |
| Salford City College |
| Seevic College |
| Selby College |
| Shipley College |
| Somerset College Of Arts And Technology |
| South Leicestershire College |
| South Worcestershire College |
| Southampton City College |
| Southgate College |
| Sparsholt College, Hampshire |
| Stockton Riverside College |
| Stratford Upon Avon College |
| Strode College |
| Sussex Coast Colllege Hastings |
| Tameside College |
| Thanet College |
| Trafford College |
| Tyne Metropolitan College |
| Walford And North Shropshire College |
| Walsall College |
| Warrington Collegiate Institute |
| WEA South |
| West Cheshire College |
| West Herts College |
| Weston College |
| Weymouth College |
| Wirral Metropolitan College |
| Worcester College Of Technology |
| Workers' Educational Association |
| Working Men'S College (The) |
| Yale College |
| YMCA |
| Ystrad Mynach College |

Source: UCU 2012 occupational stress survey

“I am subject to bullying at work”

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

| FEC: Q21 I am subject to bullying at work | Always &/or often | !!! Health warning: fewer than 53 respondents (minimum 20 respondents at a FEC) !!! |
|--|------------------------------|--|
| Sandwell College | 31.8% | !!! |
| College Of West Anglia (The) | 26.8% | |
| Southwark College | 25.0% | !!! |
| Northwest Regional College (NI) | 24.7% | |
| City Of Wolverhampton College | 23.9% | !!! |
| Furness College | 21.7% | !!! |
| The Manchester College | 20.5% | |
| College Of Haringey, Enfield And North East London | 20.0% | |
| Halesowen College | 20.0% | !!! |
| South Eastern Regional College (NI) | 18.9% | !!! |
| South East Essex College Of Further And Higher Education | 18.4% | !!! |
| Northern Regional College (NI) | 18.2% | !!! |
| Stoke-On-Trent College | 17.8% | !!! |
| Grimsby Institute of Further and Higher Education | 17.6% | !!! |
| Newcastle College | 17.5% | |
| Chesterfield College | 16.7% | |
| Chichester College Of Arts, Science And Technology | 16.7% | !!! |
| Shrewsbury College Of Arts And Technology | 16.1% | !!! |
| City College Coventry | 15.9% | |
| Doncaster College | 15.8% | |
| Lambeth College | 15.8% | !!! |
| City College, Birmingham | 15.4% | !!! |
| City Literary Institute (The) | 15.4% | !!! |
| Cornwall College | 15.2% | |
| Barking College | 14.7% | !!! |
| Oxford And Cherwell Valley College | 14.3% | !!! |
| Preston College | 14.3% | !!! |
| West Thames College | 14.3% | !!! |
| Stockport College Of F&HE | 13.9% | !!! |
| Lincoln College | 13.8% | !!! |
| South Thames College | 13.8% | |
| Harlow College | 13.7% | !!! |
| Leicester College | 13.7% | !!! |
| Birmingham Metropolitan College | 13.6% | !!! |
| Hugh Baird College | 13.3% | !!! |

| FEC: Q21 I am subject to bullying at work | Always &/or often | !!! Health warning: fewer than 53 respondents (minimum 20 respondents at a FEC) !!! |
|--|------------------------------|--|
| Stephenson College | 13.0% | !!! |
| Tresham Institute | 12.8% | !!! |
| Loughborough College | 12.5% | !!! |
| New College, Durham | 12.5% | !!! |
| Wigan And Leigh College | 12.2% | !!! |
| Barnfield College | 12.0% | !!! |
| Cambridge Regional College | 12.0% | !!! |
| Hopwood Hall College | 11.7% | |
| Belfast Metropolitan College | 11.5% | |
| Hertford Regional College | 11.5% | !!! |
| New College, Nottingham | 11.5% | |
| Barnet College | 11.4% | !!! |
| Colchester Institute | 11.4% | !!! |
| City College Norwich | 11.1% | |
| South Staffordshire College | 11.1% | !!! |
| Bolton College | 10.8% | |
| College Of North West London (The) | 10.7% | !!! |
| Blackpool And The Fylde College | 10.4% | !!! |
| Bradford College | 10.4% | |
| Uxbridge College | 10.4% | |
| Canterbury College | 10.3% | !!! |
| South and West Kent College | 10.3% | !!! |
| Coleg Llandrillo Cymru | 10.2% | !!! |
| Cardiff and Vale College | 10.0% | |
| Central Sussex College | 10.0% | !!! |
| Croydon College | 10.0% | !!! |
| Southport College | 9.5% | !!! |
| Kensington And Chelsea College | 9.4% | |
| City College, Brighton And Hove | 9.1% | !!! |
| Herefordshire College Of Art | 9.1% | !!! |
| Isle Of Wight College (The) | 9.1% | !!! |
| Telford College Of Arts And Technology | 9.1% | !!! |
| Leeds College Of Building | 8.8% | !!! |
| City College Plymouth | 8.7% | !!! |
| Barnsley College | 8.6% | |
| South Devon College | 8.6% | !!! |
| South Tyneside College | 8.5% | |
| Northampton College | 8.3% | !!! |
| Wakefield College | 8.3% | !!! |
| West Suffolk College | 8.3% | !!! |

| FEC: Q21 I am subject to bullying at work | Always &/or often | !!! Health warning: fewer than 53 respondents (minimum 20 respondents at a FEC) !!! |
|--|------------------------------|--|
| Derby College | 8.1% | |
| Greenwich Community College | 8.1% | !!! |
| Newcastle-Under-Lyme College | 8.0% | !!! |
| Swindon College | 8.0% | !!! |
| Mid-Kent College Of Higher And Further Education | 7.7% | !!! |
| North Warwickshire And Hinckley College | 7.7% | !!! |
| Stafford College | 7.7% | !!! |
| Warwickshire College | 7.6% | |
| Northumberland College | 7.5% | |
| Brooksby Melton College | 7.4% | !!! |
| Bridgwater College | 7.3% | !!! |
| South Birmingham College | 7.3% | !!! |
| Bromley College Of Further And Higher Education | 7.1% | !!! |
| Ealing, Hammersmith And West London College | 7.1% | |
| Gateshead College | 7.1% | !!! |
| Leeds City College | 7.1% | |
| West Nottinghamshire College | 7.1% | !!! |
| Coleg Sir Gar | 6.9% | |
| Suffolk New College | 6.9% | |
| City Of Bristol College | 6.8% | |
| Coleg Menai | 6.8% | !!! |
| Hackney Community College | 6.8% | |
| Liverpool Community College | 6.8% | |
| City And Islington College | 6.7% | !!! |
| Hull College | 6.3% | |
| Westminster Kingsway College | 6.3% | |
| Kingston College | 6.1% | !!! |
| Milton Keynes College | 6.0% | |
| Brooklands College | 5.9% | !!! |
| Waltham Forest College | 5.9% | !!! |
| Sheffield College (The) | 5.8% | |
| Burnley College | 5.6% | !!! |
| Blackburn College | 5.4% | |
| City Of Bath College | 5.0% | !!! |
| Coleg Gwent | 5.0% | |
| Richmond Upon Thames College | 5.0% | |
| Stourbridge College | 5.0% | !!! |
| City Of Sunderland College | 4.9% | |
| Kirklees College | 4.9% | |
| South Cheshire College | 4.9% | !!! |

| FEC: Q21 I am subject to bullying at work | Always &/or often | !!! Health warning: fewer than 53 respondents (minimum 20 respondents at a FEC) !!! |
|---|------------------------------|--|
| Neath Port Talbot College | 4.8% | !!! |
| Runshaw College | 4.8% | !!! |
| Tower Hamlets College | 4.8% | !!! |
| Stroud College Of Further Education | 4.5% | !!! |
| Exeter College | 4.4% | !!! |
| Bishop Auckland College | 4.3% | !!! |
| Bracknell And Wokingham College | 4.3% | !!! |
| Guildford College Of Further And Higher Education | 4.3% | !!! |
| Deeside College | 4.2% | !!! |
| Truro & Penwith College | 4.2% | |
| Lewisham College | 3.9% | !!! |
| Bournemouth And Poole College | 3.8% | !!! |
| Fareham College | 3.8% | !!! |
| New College Stamford | 3.8% | !!! |
| South Nottingham College | 3.8% | |
| Rotherham College Of Arts And Technology | 3.7% | !!! |
| Stanmore College | 3.7% | !!! |
| Oaklands College | 3.6% | |
| Southern Regional College (NI) | 3.6% | |
| Filton College | 3.3% | !!! |
| Macclesfield College | 3.3% | !!! |
| Darlington College Of Technology | 3.1% | !!! |
| York College | 3.1% | !!! |
| Dudley College Of Technology | 2.9% | |
| New College, Swindon | 2.9% | !!! |
| Solihull College (The) | 2.4% | !!! |
| South Downs College | 2.4% | !!! |
| St Helens College | 2.2% | !!! |
| Sussex Downs College | 1.9% | !!! |
| Bournville College Of Further Education | 0.0% | !!! |
| Brockenhurst College | 0.0% | !!! |
| Harrow College | 0.0% | !!! |
| Knowsley Community College | 0.0% | !!! |
| South West College (NI) | 0.0% | !!! |
| Wiltshire College | 0.0% | !!! |
| Yeovil College | 0.0% | !!! |

Source: UCU 2012 occupational stress survey

| Q21 I am subject to bullying at work | | Always | Often | Sometimes | Seldom | Never | Total | !!! Health warning: total <53!!! |
|---|--------------|---------------|--------------|------------------|---------------|--------------|--------------|--|
| Barking College | Count | 1 | 4 | 9 | 9 | 11 | 34 | !!! |
| | % within FEC | 2.9% | 11.8% | 26.5% | 26.5% | 32.4% | 100.0% | |
| Barnet College | Count | 1 | 4 | 9 | 11 | 19 | 44 | !!! |
| | % within FEC | 2.3% | 9.1% | 20.5% | 25.0% | 43.2% | 100.0% | |
| Barnfield College | Count | 0 | 3 | 5 | 6 | 11 | 25 | !!! |
| | % within FEC | .0% | 12.0% | 20.0% | 24.0% | 44.0% | 100.0% | |
| Barnsley College | Count | 2 | 4 | 12 | 11 | 41 | 70 | |
| | % within FEC | 2.9% | 5.7% | 17.1% | 15.7% | 58.6% | 100.0% | |
| Belfast Metropolitan College | Count | 2 | 11 | 23 | 31 | 46 | 113 | |
| | % within FEC | 1.8% | 9.7% | 20.4% | 27.4% | 40.7% | 100.0% | |
| Birmingham Metropolitan College | Count | 1 | 5 | 11 | 9 | 18 | 44 | !!! |
| | % within FEC | 2.3% | 11.4% | 25.0% | 20.5% | 40.9% | 100.0% | |
| Bishop Auckland College | Count | 0 | 1 | 1 | 10 | 11 | 23 | !!! |
| | % within FEC | .0% | 4.3% | 4.3% | 43.5% | 47.8% | 100.0% | |
| Blackburn College | Count | 2 | 2 | 14 | 20 | 36 | 74 | |
| | % within FEC | 2.7% | 2.7% | 18.9% | 27.0% | 48.6% | 100.0% | |
| Blackpool And The Fylde College | Count | 3 | 2 | 14 | 13 | 16 | 48 | !!! |
| | % within FEC | 6.3% | 4.2% | 29.2% | 27.1% | 33.3% | 100.0% | |
| Bolton College | Count | 0 | 7 | 5 | 17 | 36 | 65 | |
| | % within FEC | .0% | 10.8% | 7.7% | 26.2% | 55.4% | 100.0% | |
| Bournemouth And Poole College | Count | 1 | 0 | 4 | 12 | 9 | 26 | !!! |
| | % within FEC | 3.8% | .0% | 15.4% | 46.2% | 34.6% | 100.0% | |
| Bournville College Of Further Education | Count | 0 | 0 | 8 | 11 | 13 | 32 | !!! |
| | % within FEC | .0% | .0% | 25.0% | 34.4% | 40.6% | 100.0% | |
| Bracknell and Wokingham College | Count | 0 | 1 | 3 | 7 | 12 | 23 | !!! |
| | % within FEC | .0% | 4.3% | 13.0% | 30.4% | 52.2% | 100.0% | |
| Bradford College | Count | 4 | 11 | 29 | 36 | 64 | 144 | |
| | % within FEC | 2.8% | 7.6% | 20.1% | 25.0% | 44.4% | 100.0% | |
| Bridgwater College | Count | 2 | 1 | 2 | 6 | 30 | 41 | !!! |
| | % within FEC | 4.9% | 2.4% | 4.9% | 14.6% | 73.2% | 100.0% | |
| Brockenhurst College | Count | 0 | 0 | 3 | 7 | 10 | 20 | !!! |
| | % within FEC | .0% | .0% | 15.0% | 35.0% | 50.0% | 100.0% | |

| Q21 I am subject to bullying at work | | Always | Often | Sometimes | Seldom | Never | Total | !!! Health warning: total <53!!! |
|--|--------------|---------------|--------------|------------------|---------------|--------------|--------------|--|
| Bromley College Of Further And Higher Education | Count | 0 | 3 | 6 | 12 | 21 | 42 | !!! |
| | % within FEC | .0% | 7.1% | 14.3% | 28.6% | 50.0% | 100.0% | |
| Brooklands College | Count | 0 | 2 | 9 | 4 | 19 | 34 | !!! |
| | % within FEC | .0% | 5.9% | 26.5% | 11.8% | 55.9% | 100.0% | |
| Brooksby Melton College | Count | 1 | 1 | 5 | 3 | 17 | 27 | !!! |
| | % within FEC | 3.7% | 3.7% | 18.5% | 11.1% | 63.0% | 100.0% | |
| Burnley College | Count | 2 | 0 | 8 | 7 | 19 | 36 | !!! |
| | % within FEC | 5.6% | .0% | 22.2% | 19.4% | 52.8% | 100.0% | |
| Cambridge Regional College | Count | 2 | 1 | 6 | 6 | 10 | 25 | !!! |
| | % within FEC | 8.0% | 4.0% | 24.0% | 24.0% | 40.0% | 100.0% | |
| Canterbury College | Count | 0 | 4 | 8 | 8 | 19 | 39 | !!! |
| | % within FEC | .0% | 10.3% | 20.5% | 20.5% | 48.7% | 100.0% | |
| Cardiff and Vale College | Count | 4 | 2 | 13 | 12 | 29 | 60 | |
| | % within FEC | 6.7% | 3.3% | 21.7% | 20.0% | 48.3% | 100.0% | |
| Central Sussex College | Count | 0 | 4 | 7 | 8 | 21 | 40 | !!! |
| | % within FEC | .0% | 10.0% | 17.5% | 20.0% | 52.5% | 100.0% | |
| Chesterfield College | Count | 2 | 8 | 11 | 13 | 26 | 60 | |
| | % within FEC | 3.3% | 13.3% | 18.3% | 21.7% | 43.3% | 100.0% | |
| Chichester College Of Arts, Science And Technology | Count | 2 | 2 | 3 | 7 | 10 | 24 | !!! |
| | % within FEC | 8.3% | 8.3% | 12.5% | 29.2% | 41.7% | 100.0% | |
| City And Islington College | Count | 0 | 3 | 12 | 10 | 20 | 45 | !!! |
| | % within FEC | .0% | 6.7% | 26.7% | 22.2% | 44.4% | 100.0% | |
| City College Coventry | Count | 2 | 8 | 11 | 17 | 25 | 63 | |
| | % within FEC | 3.2% | 12.7% | 17.5% | 27.0% | 39.7% | 100.0% | |
| City College Norwich | Count | 0 | 6 | 7 | 21 | 20 | 54 | |
| | % within FEC | .0% | 11.1% | 13.0% | 38.9% | 37.0% | 100.0% | |
| City College Plymouth | Count | 0 | 2 | 4 | 5 | 12 | 23 | !!! |
| | % within FEC | .0% | 8.7% | 17.4% | 21.7% | 52.2% | 100.0% | |
| City College, Birmingham | Count | 1 | 3 | 1 | 7 | 14 | 26 | !!! |
| | % within FEC | 3.8% | 11.5% | 3.8% | 26.9% | 53.8% | 100.0% | |
| City College, Brighton And Hove | Count | 1 | 1 | 6 | 7 | 7 | 22 | !!! |
| | % within FEC | 4.5% | 4.5% | 27.3% | 31.8% | 31.8% | 100.0% | |

| Q21 I am subject to bullying at work | | Always | Often | Sometimes | Seldom | Never | Total | !!! Health warning: total <53!!! |
|--|--------------|---------------|--------------|------------------|---------------|--------------|--------------|--|
| City Literary Institute (The) | Count | 4 | 0 | 4 | 5 | 13 | 26 | !!! |
| | % within FEC | 15.4% | .0% | 15.4% | 19.2% | 50.0% | 100.0% | |
| City Of Bath College | Count | 0 | 1 | 4 | 8 | 7 | 20 | !!! |
| | % within FEC | .0% | 5.0% | 20.0% | 40.0% | 35.0% | 100.0% | |
| City Of Bristol College | Count | 1 | 4 | 15 | 12 | 41 | 73 | |
| | % within FEC | 1.4% | 5.5% | 20.5% | 16.4% | 56.2% | 100.0% | |
| City Of Sunderland College | Count | 2 | 2 | 12 | 21 | 44 | 81 | |
| | % within FEC | 2.5% | 2.5% | 14.8% | 25.9% | 54.3% | 100.0% | |
| City Of Wolverhampton College | Count | 5 | 6 | 6 | 11 | 18 | 46 | !!! |
| | % within FEC | 10.9% | 13.0% | 13.0% | 23.9% | 39.1% | 100.0% | |
| Colchester Institute | Count | 1 | 4 | 8 | 13 | 18 | 44 | !!! |
| | % within FEC | 2.3% | 9.1% | 18.2% | 29.5% | 40.9% | 100.0% | |
| Coleg Gwent | Count | 1 | 3 | 10 | 21 | 45 | 80 | |
| | % within FEC | 1.3% | 3.8% | 12.5% | 26.3% | 56.3% | 100.0% | |
| Coleg Llandrillo Cymru | Count | 2 | 3 | 10 | 5 | 29 | 49 | !!! |
| | % within FEC | 4.1% | 6.1% | 20.4% | 10.2% | 59.2% | 100.0% | |
| Coleg Menai | Count | 2 | 1 | 3 | 4 | 34 | 44 | !!! |
| | % within FEC | 4.5% | 2.3% | 6.8% | 9.1% | 77.3% | 100.0% | |
| Coleg Sir Gar | Count | 1 | 4 | 6 | 18 | 43 | 72 | |
| | % within FEC | 1.4% | 5.6% | 8.3% | 25.0% | 59.7% | 100.0% | |
| College Of Haringey, Enfield And North East London | Count | 5 | 7 | 7 | 21 | 20 | 60 | |
| | % within FEC | 8.3% | 11.7% | 11.7% | 35.0% | 33.3% | 100.0% | |
| College Of North West London (The) | Count | 1 | 2 | 5 | 8 | 12 | 28 | !!! |
| | % within FEC | 3.6% | 7.1% | 17.9% | 28.6% | 42.9% | 100.0% | |
| College Of West Anglia (The) | Count | 3 | 12 | 7 | 12 | 22 | 56 | |
| | % within FEC | 5.4% | 21.4% | 12.5% | 21.4% | 39.3% | 100.0% | |
| Cornwall College | Count | 1 | 9 | 4 | 17 | 35 | 66 | |
| | % within FEC | 1.5% | 13.6% | 6.1% | 25.8% | 53.0% | 100.0% | |
| Croydon College | Count | 1 | 1 | 7 | 5 | 6 | 20 | !!! |
| | % within FEC | 5.0% | 5.0% | 35.0% | 25.0% | 30.0% | 100.0% | |
| Darlington College Of Technology | Count | 0 | 1 | 8 | 5 | 18 | 32 | !!! |
| | % within FEC | .0% | 3.1% | 25.0% | 15.6% | 56.3% | 100.0% | |

| Q21 I am subject to bullying at work | | Always | Often | Sometimes | Seldom | Never | Total | !!! Health warning: total <53!!! |
|---|--------------|---------------|--------------|------------------|---------------|--------------|--------------|--|
| Deeside College | Count | 1 | 0 | 8 | 6 | 9 | 24 | !!! |
| | % within FEC | 4.2% | .0% | 33.3% | 25.0% | 37.5% | 100.0% | |
| Derby College | Count | 3 | 4 | 18 | 19 | 42 | 86 | |
| | % within FEC | 3.5% | 4.7% | 20.9% | 22.1% | 48.8% | 100.0% | |
| Doncaster College | Count | 2 | 7 | 14 | 12 | 22 | 57 | |
| | % within FEC | 3.5% | 12.3% | 24.6% | 21.1% | 38.6% | 100.0% | |
| Dudley College Of Technology | Count | 0 | 2 | 12 | 10 | 44 | 68 | |
| | % within FEC | .0% | 2.9% | 17.6% | 14.7% | 64.7% | 100.0% | |
| Ealing, Hammersmith And West London College | Count | 3 | 1 | 7 | 12 | 33 | 56 | |
| | % within FEC | 5.4% | 1.8% | 12.5% | 21.4% | 58.9% | 100.0% | |
| Exeter College | Count | 0 | 2 | 6 | 4 | 33 | 45 | !!! |
| | % within FEC | .0% | 4.4% | 13.3% | 8.9% | 73.3% | 100.0% | |
| Fareham College | Count | 0 | 1 | 1 | 8 | 16 | 26 | !!! |
| | % within FEC | .0% | 3.8% | 3.8% | 30.8% | 61.5% | 100.0% | |
| Filton College | Count | 0 | 1 | 3 | 10 | 16 | 30 | !!! |
| | % within FEC | .0% | 3.3% | 10.0% | 33.3% | 53.3% | 100.0% | |
| Furness College | Count | 1 | 4 | 3 | 4 | 11 | 23 | !!! |
| | % within FEC | 4.3% | 17.4% | 13.0% | 17.4% | 47.8% | 100.0% | |
| Gateshead College | Count | 1 | 2 | 8 | 8 | 23 | 42 | !!! |
| | % within FEC | 2.4% | 4.8% | 19.0% | 19.0% | 54.8% | 100.0% | |
| Gloucestershire College Of Arts And Technology | Count | 0 | 4 | 2 | 6 | 7 | 19 | !!! |
| | % within FEC | .0% | 21.1% | 10.5% | 31.6% | 36.8% | 100.0% | |
| Greenwich Community College | Count | 1 | 2 | 10 | 7 | 17 | 37 | !!! |
| | % within FEC | 2.7% | 5.4% | 27.0% | 18.9% | 45.9% | 100.0% | |
| Grimsby Institute of Further and Higher Education | Count | 2 | 7 | 9 | 9 | 24 | 51 | !!! |
| | % within FEC | 3.9% | 13.7% | 17.6% | 17.6% | 47.1% | 100.0% | |
| Guildford College Of Further And Higher Education | Count | 0 | 1 | 2 | 10 | 10 | 23 | !!! |
| | % within FEC | .0% | 4.3% | 8.7% | 43.5% | 43.5% | 100.0% | |
| Hackney Community College | Count | 1 | 3 | 12 | 19 | 24 | 59 | |
| | % within FEC | 1.7% | 5.1% | 20.3% | 32.2% | 40.7% | 100.0% | |
| Halesowen College | Count | 0 | 4 | 5 | 5 | 6 | 20 | !!! |
| | % within FEC | .0% | 20.0% | 25.0% | 25.0% | 30.0% | 100.0% | |

| Q21 I am subject to bullying at work | | Always | Often | Sometimes | Seldom | Never | Total | !!! Health warning: total <53!!! |
|---|--------------|---------------|--------------|------------------|---------------|--------------|--------------|--|
| Harlow College | Count | 5 | 2 | 6 | 12 | 26 | 51 | !!! |
| | % within FEC | 9.8% | 3.9% | 11.8% | 23.5% | 51.0% | 100.0% | |
| Harrow College | Count | 0 | 0 | 2 | 11 | 17 | 30 | !!! |
| | % within FEC | .0% | .0% | 6.7% | 36.7% | 56.7% | 100.0% | |
| Herefordshire College Of Art | Count | 1 | 1 | 3 | 8 | 9 | 22 | !!! |
| | % within FEC | 4.5% | 4.5% | 13.6% | 36.4% | 40.9% | 100.0% | |
| Hertford Regional College | Count | 0 | 3 | 4 | 7 | 12 | 26 | !!! |
| | % within FEC | .0% | 11.5% | 15.4% | 26.9% | 46.2% | 100.0% | |
| Hopwood Hall College | Count | 2 | 5 | 14 | 11 | 28 | 60 | |
| | % within FEC | 3.3% | 8.3% | 23.3% | 18.3% | 46.7% | 100.0% | |
| Hugh Baird College | Count | 2 | 2 | 6 | 7 | 13 | 30 | !!! |
| | % within FEC | 6.7% | 6.7% | 20.0% | 23.3% | 43.3% | 100.0% | |
| Hull College | Count | 0 | 4 | 10 | 23 | 26 | 63 | |
| | % within FEC | .0% | 6.3% | 15.9% | 36.5% | 41.3% | 100.0% | |
| Huntingdonshire Regional College | Count | 0 | 0 | 3 | 6 | 4 | 13 | !!! |
| | % within FEC | .0% | .0% | 23.1% | 46.2% | 30.8% | 100.0% | |
| Isle Of Wight College (The) | Count | 1 | 1 | 4 | 5 | 11 | 22 | !!! |
| | % within FEC | 4.5% | 4.5% | 18.2% | 22.7% | 50.0% | 100.0% | |
| Kensington And Chelsea College | Count | 1 | 4 | 13 | 12 | 23 | 53 | |
| | % within FEC | 1.9% | 7.5% | 24.5% | 22.6% | 43.4% | 100.0% | |
| Kingston College | Count | 0 | 3 | 9 | 11 | 26 | 49 | !!! |
| | % within FEC | .0% | 6.1% | 18.4% | 22.4% | 53.1% | 100.0% | |
| Kirklees College | Count | 2 | 3 | 13 | 20 | 64 | 102 | |
| | % within FEC | 2.0% | 2.9% | 12.7% | 19.6% | 62.7% | 100.0% | |
| Knowsley Community College | Count | 0 | 0 | 4 | 10 | 12 | 26 | !!! |
| | % within FEC | .0% | .0% | 15.4% | 38.5% | 46.2% | 100.0% | |
| Lambeth College | Count | 1 | 5 | 7 | 12 | 13 | 38 | !!! |
| | % within FEC | 2.6% | 13.2% | 18.4% | 31.6% | 34.2% | 100.0% | |
| Leeds City College | Count | 0 | 9 | 28 | 28 | 62 | 127 | |
| | % within FEC | .0% | 7.1% | 22.0% | 22.0% | 48.8% | 100.0% | |
| Leeds College Of Building | Count | 1 | 2 | 4 | 13 | 14 | 34 | !!! |
| | % within FEC | 2.9% | 5.9% | 11.8% | 38.2% | 41.2% | 100.0% | |

| Q21 I am subject to bullying at work | | Always | Often | Sometimes | Seldom | Never | Total | !!! Health warning: total <53!!! |
|--|--------------|---------------|--------------|------------------|---------------|--------------|--------------|--|
| Leicester College | Count | 1 | 6 | 11 | 17 | 16 | 51 | !!! |
| | % within FEC | 2.0% | 11.8% | 21.6% | 33.3% | 31.4% | 100.0% | |
| Lewisham College | Count | 0 | 2 | 14 | 11 | 24 | 51 | !!! |
| | % within FEC | .0% | 3.9% | 27.5% | 21.6% | 47.1% | 100.0% | |
| Lincoln College | Count | 1 | 3 | 3 | 8 | 14 | 29 | !!! |
| | % within FEC | 3.4% | 10.3% | 10.3% | 27.6% | 48.3% | 100.0% | |
| Liverpool Community College | Count | 0 | 5 | 10 | 25 | 34 | 74 | |
| | % within FEC | .0% | 6.8% | 13.5% | 33.8% | 45.9% | 100.0% | |
| Loughborough College | Count | 1 | 3 | 3 | 7 | 18 | 32 | !!! |
| | % within FEC | 3.1% | 9.4% | 9.4% | 21.9% | 56.3% | 100.0% | |
| Macclesfield College | Count | 0 | 1 | 7 | 9 | 13 | 30 | !!! |
| | % within FEC | .0% | 3.3% | 23.3% | 30.0% | 43.3% | 100.0% | |
| Mid-Kent College Of Higher And Further Education | Count | 0 | 3 | 10 | 8 | 18 | 39 | !!! |
| | % within FEC | .0% | 7.7% | 25.6% | 20.5% | 46.2% | 100.0% | |
| Milton Keynes College | Count | 2 | 4 | 14 | 17 | 63 | 100 | |
| | % within FEC | 2.0% | 4.0% | 14.0% | 17.0% | 63.0% | 100.0% | |
| Neath Port Talbot College | Count | 0 | 1 | 4 | 4 | 12 | 21 | !!! |
| | % within FEC | .0% | 4.8% | 19.0% | 19.0% | 57.1% | 100.0% | |
| New College Stamford | Count | 1 | 0 | 2 | 7 | 16 | 26 | !!! |
| | % within FEC | 3.8% | .0% | 7.7% | 26.9% | 61.5% | 100.0% | |
| New College, Durham | Count | 0 | 5 | 8 | 11 | 16 | 40 | !!! |
| | % within FEC | .0% | 12.5% | 20.0% | 27.5% | 40.0% | 100.0% | |
| New College, Nottingham | Count | 0 | 13 | 24 | 26 | 50 | 113 | |
| | % within FEC | .0% | 11.5% | 21.2% | 23.0% | 44.2% | 100.0% | |
| New College, Swindon | Count | 1 | 0 | 3 | 10 | 21 | 35 | !!! |
| | % within FEC | 2.9% | .0% | 8.6% | 28.6% | 60.0% | 100.0% | |
| Newcastle College | Count | 3 | 7 | 8 | 17 | 22 | 57 | |
| | % within FEC | 5.3% | 12.3% | 14.0% | 29.8% | 38.6% | 100.0% | |
| Newcastle-Under-Lyme College | Count | 0 | 2 | 5 | 7 | 11 | 25 | !!! |
| | % within FEC | .0% | 8.0% | 20.0% | 28.0% | 44.0% | 100.0% | |
| North Warwickshire And Hinckley College | Count | 0 | 3 | 7 | 14 | 15 | 39 | !!! |
| | % within FEC | .0% | 7.7% | 17.9% | 35.9% | 38.5% | 100.0% | |

| Q21 I am subject to bullying at work | | Always | Often | Sometimes | Seldom | Never | Total | !!! Health warning: total <53!!! |
|---|--------------|---------------|--------------|------------------|---------------|--------------|--------------|--|
| Northampton College | Count | 0 | 2 | 3 | 8 | 11 | 24 | !!! |
| | % within FEC | .0% | 8.3% | 12.5% | 33.3% | 45.8% | 100.0% | |
| Northern Regional College (NI) | Count | 4 | 2 | 4 | 6 | 17 | 33 | !!! |
| | % within FEC | 12.1% | 6.1% | 12.1% | 18.2% | 51.5% | 100.0% | |
| Northumberland College | Count | 0 | 5 | 14 | 18 | 30 | 67 | |
| | % within FEC | .0% | 7.5% | 20.9% | 26.9% | 44.8% | 100.0% | |
| Northwest Regional College (NI) | Count | 8 | 11 | 19 | 16 | 23 | 77 | |
| | % within FEC | 10.4% | 14.3% | 24.7% | 20.8% | 29.9% | 100.0% | |
| Oaklands College | Count | 0 | 2 | 6 | 13 | 34 | 55 | |
| | % within FEC | .0% | 3.6% | 10.9% | 23.6% | 61.8% | 100.0% | |
| Oxford And Cherwell Valley College | Count | 1 | 2 | 2 | 5 | 11 | 21 | !!! |
| | % within FEC | 4.8% | 9.5% | 9.5% | 23.8% | 52.4% | 100.0% | |
| Preston College | Count | 1 | 3 | 5 | 7 | 12 | 28 | !!! |
| | % within FEC | 3.6% | 10.7% | 17.9% | 25.0% | 42.9% | 100.0% | |
| Richmond Upon Thames College | Count | 1 | 2 | 6 | 12 | 39 | 60 | |
| | % within FEC | 1.7% | 3.3% | 10.0% | 20.0% | 65.0% | 100.0% | |
| Rotherham College Of Arts And Technology | Count | 0 | 1 | 5 | 5 | 16 | 27 | !!! |
| | % within FEC | .0% | 3.7% | 18.5% | 18.5% | 59.3% | 100.0% | |
| Runshaw College | Count | 0 | 1 | 2 | 3 | 15 | 21 | !!! |
| | % within FEC | .0% | 4.8% | 9.5% | 14.3% | 71.4% | 100.0% | |
| Sandwell College | Count | 4 | 3 | 4 | 4 | 7 | 22 | !!! |
| | % within FEC | 18.2% | 13.6% | 18.2% | 18.2% | 31.8% | 100.0% | |
| Sheffield College (The) | Count | 2 | 3 | 13 | 24 | 44 | 86 | |
| | % within FEC | 2.3% | 3.5% | 15.1% | 27.9% | 51.2% | 100.0% | |
| Shrewsbury College Of Arts And Technology | Count | 1 | 4 | 1 | 8 | 17 | 31 | !!! |
| | % within FEC | 3.2% | 12.9% | 3.2% | 25.8% | 54.8% | 100.0% | |
| Solihull College (The) | Count | 0 | 1 | 12 | 8 | 20 | 41 | !!! |
| | % within FEC | .0% | 2.4% | 29.3% | 19.5% | 48.8% | 100.0% | |
| South and West Kent College | Count | 1 | 2 | 8 | 7 | 11 | 29 | !!! |
| | % within FEC | 3.4% | 6.9% | 27.6% | 24.1% | 37.9% | 100.0% | |
| South Birmingham College | Count | 0 | 3 | 10 | 13 | 15 | 41 | !!! |
| | % within FEC | .0% | 7.3% | 24.4% | 31.7% | 36.6% | 100.0% | |

| Q21 I am subject to bullying at work | | Always | Often | Sometimes | Seldom | Never | Total | !!! Health warning: total <53!!! |
|--|--------------|---------------|--------------|------------------|---------------|--------------|--------------|--|
| South Cheshire College | Count | 1 | 1 | 11 | 14 | 14 | 41 | !!! |
| | % within FEC | 2.4% | 2.4% | 26.8% | 34.1% | 34.1% | 100.0% | |
| South Devon College | Count | 2 | 1 | 5 | 6 | 21 | 35 | !!! |
| | % within FEC | 5.7% | 2.9% | 14.3% | 17.1% | 60.0% | 100.0% | |
| South Downs College | Count | 1 | 0 | 1 | 10 | 29 | 41 | !!! |
| | % within FEC | 2.4% | .0% | 2.4% | 24.4% | 70.7% | 100.0% | |
| South East Essex College Of Further And Higher Education | Count | 4 | 5 | 8 | 11 | 21 | 49 | !!! |
| | % within FEC | 8.2% | 10.2% | 16.3% | 22.4% | 42.9% | 100.0% | |
| South Eastern Regional College (NI) | Count | 1 | 6 | 4 | 8 | 18 | 37 | !!! |
| | % within FEC | 2.7% | 16.2% | 10.8% | 21.6% | 48.6% | 100.0% | |
| South Nottingham College | Count | 0 | 3 | 10 | 23 | 43 | 79 | |
| | % within FEC | .0% | 3.8% | 12.7% | 29.1% | 54.4% | 100.0% | |
| South Staffordshire College | Count | 1 | 2 | 4 | 6 | 14 | 27 | !!! |
| | % within FEC | 3.7% | 7.4% | 14.8% | 22.2% | 51.9% | 100.0% | |
| South Thames College | Count | 1 | 8 | 14 | 17 | 25 | 65 | |
| | % within FEC | 1.5% | 12.3% | 21.5% | 26.2% | 38.5% | 100.0% | |
| South Tyneside College | Count | 3 | 3 | 21 | 17 | 27 | 71 | |
| | % within FEC | 4.2% | 4.2% | 29.6% | 23.9% | 38.0% | 100.0% | |
| South West College (NI) | Count | 0 | 0 | 3 | 5 | 13 | 21 | !!! |
| | % within FEC | .0% | .0% | 14.3% | 23.8% | 61.9% | 100.0% | |
| Southern Regional College (NI) | Count | 0 | 4 | 18 | 29 | 59 | 110 | |
| | % within FEC | .0% | 3.6% | 16.4% | 26.4% | 53.6% | 100.0% | |
| Southport College | Count | 1 | 3 | 7 | 10 | 21 | 42 | !!! |
| | % within FEC | 2.4% | 7.1% | 16.7% | 23.8% | 50.0% | 100.0% | |
| Southwark College | Count | 1 | 5 | 7 | 6 | 5 | 24 | !!! |
| | % within FEC | 4.2% | 20.8% | 29.2% | 25.0% | 20.8% | 100.0% | |
| St Helens College | Count | 0 | 1 | 7 | 12 | 26 | 46 | !!! |
| | % within FEC | .0% | 2.2% | 15.2% | 26.1% | 56.5% | 100.0% | |
| Stafford College | Count | 1 | 2 | 6 | 11 | 19 | 39 | !!! |
| | % within FEC | 2.6% | 5.1% | 15.4% | 28.2% | 48.7% | 100.0% | |
| Stanmore College | Count | 0 | 1 | 3 | 8 | 15 | 27 | !!! |
| | % within FEC | .0% | 3.7% | 11.1% | 29.6% | 55.6% | 100.0% | |

| Q21 I am subject to bullying at work | | Always | Often | Sometimes | Seldom | Never | Total | !!! Health warning: total <53!!! |
|---|--------------|---------------|--------------|------------------|---------------|--------------|--------------|--|
| Stephenson College | Count | 1 | 2 | 6 | 11 | 3 | 23 | !!! |
| | % within FEC | 4.3% | 8.7% | 26.1% | 47.8% | 13.0% | 100.0% | |
| Stockport College Of F&He | Count | 2 | 3 | 11 | 10 | 10 | 36 | !!! |
| | % within FEC | 5.6% | 8.3% | 30.6% | 27.8% | 27.8% | 100.0% | |
| Stoke-On-Trent College | Count | 1 | 7 | 4 | 12 | 21 | 45 | !!! |
| | % within FEC | 2.2% | 15.6% | 8.9% | 26.7% | 46.7% | 100.0% | |
| Stourbridge College | Count | 0 | 1 | 5 | 9 | 5 | 20 | !!! |
| | % within FEC | .0% | 5.0% | 25.0% | 45.0% | 25.0% | 100.0% | |
| Stroud College Of Further Education | Count | 0 | 1 | 4 | 5 | 12 | 22 | !!! |
| | % within FEC | .0% | 4.5% | 18.2% | 22.7% | 54.5% | 100.0% | |
| Suffolk New College | Count | 0 | 5 | 10 | 18 | 39 | 72 | |
| | % within FEC | .0% | 6.9% | 13.9% | 25.0% | 54.2% | 100.0% | |
| Sussex Downs College | Count | 0 | 1 | 3 | 17 | 31 | 52 | !!! |
| | % within FEC | .0% | 1.9% | 5.8% | 32.7% | 59.6% | 100.0% | |
| Swindon College | Count | 0 | 2 | 4 | 3 | 16 | 25 | !!! |
| | % within FEC | .0% | 8.0% | 16.0% | 12.0% | 64.0% | 100.0% | |
| Telford College Of Arts And Technology | Count | 0 | 4 | 6 | 15 | 19 | 44 | !!! |
| | % within FEC | .0% | 9.1% | 13.6% | 34.1% | 43.2% | 100.0% | |
| The Manchester College | Count | 10 | 16 | 37 | 35 | 29 | 127 | |
| | % within FEC | 7.9% | 12.6% | 29.1% | 27.6% | 22.8% | 100.0% | |
| Tower Hamlets College | Count | 1 | 1 | 11 | 8 | 21 | 42 | !!! |
| | % within FEC | 2.4% | 2.4% | 26.2% | 19.0% | 50.0% | 100.0% | |
| Tresham Institute | Count | 0 | 5 | 8 | 6 | 20 | 39 | !!! |
| | % within FEC | .0% | 12.8% | 20.5% | 15.4% | 51.3% | 100.0% | |
| Truro & Penwith College | Count | 0 | 3 | 7 | 14 | 48 | 72 | |
| | % within FEC | .0% | 4.2% | 9.7% | 19.4% | 66.7% | 100.0% | |
| Uxbridge College | Count | 2 | 5 | 10 | 18 | 32 | 67 | |
| | % within FEC | 3.0% | 7.5% | 14.9% | 26.9% | 47.8% | 100.0% | |
| Wakefield College | Count | 0 | 4 | 10 | 9 | 25 | 48 | !!! |
| | % within FEC | .0% | 8.3% | 20.8% | 18.8% | 52.1% | 100.0% | |
| Waltham Forest College | Count | 0 | 3 | 16 | 9 | 23 | 51 | !!! |
| | % within FEC | .0% | 5.9% | 31.4% | 17.6% | 45.1% | 100.0% | |

| Q21 I am subject to bullying at work | | Always | Often | Sometimes | Seldom | Never | Total | !!! Health warning: total <53!!! |
|---|--------------|---------------|--------------|------------------|---------------|--------------|--------------|--|
| Warwickshire College | Count | 1 | 5 | 13 | 28 | 32 | 79 | |
| | % within FEC | 1.3% | 6.3% | 16.5% | 35.4% | 40.5% | 100.0% | |
| West Nottinghamshire College | Count | 1 | 2 | 7 | 7 | 25 | 42 | !!! |
| | % within FEC | 2.4% | 4.8% | 16.7% | 16.7% | 59.5% | 100.0% | |
| West Suffolk College | Count | 0 | 2 | 5 | 5 | 12 | 24 | !!! |
| | % within FEC | .0% | 8.3% | 20.8% | 20.8% | 50.0% | 100.0% | |
| West Thames College | Count | 1 | 5 | 1 | 10 | 25 | 42 | !!! |
| | % within FEC | 2.4% | 11.9% | 2.4% | 23.8% | 59.5% | 100.0% | |
| Westminster Kingsway College | Count | 2 | 2 | 9 | 13 | 38 | 64 | |
| | % within FEC | 3.1% | 3.1% | 14.1% | 20.3% | 59.4% | 100.0% | |
| Wigan And Leigh College | Count | 0 | 5 | 6 | 11 | 19 | 41 | !!! |
| | % within FEC | .0% | 12.2% | 14.6% | 26.8% | 46.3% | 100.0% | |
| Wiltshire College | Count | 0 | 0 | 4 | 10 | 21 | 35 | !!! |
| | % within FEC | .0% | .0% | 11.4% | 28.6% | 60.0% | 100.0% | |
| Wirral Metropolitan College | Count | 0 | 1 | 1 | 3 | 14 | 19 | !!! |
| | % within FEC | .0% | 5.3% | 5.3% | 15.8% | 73.7% | 100.0% | |
| Yeovil College | Count | 0 | 0 | 3 | 5 | 29 | 37 | !!! |
| | % within FEC | .0% | .0% | 8.1% | 13.5% | 78.4% | 100.0% | |
| York College | Count | 0 | 1 | 12 | 9 | 10 | 32 | !!! |
| | % within FEC | .0% | 3.1% | 37.5% | 28.1% | 31.3% | 100.0% | |

Source: UCU 2012 occupational stress survey