

YOUR  
EMPLOYEE  
ENGAGEMENT  
SCORE:



66%

VARIANCE from PREVIOUS SURVEY:

+3

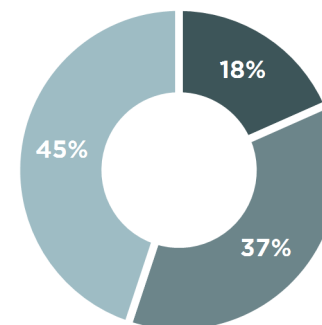
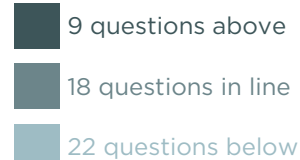
VARIANCE from COLLEGE OVERALL:



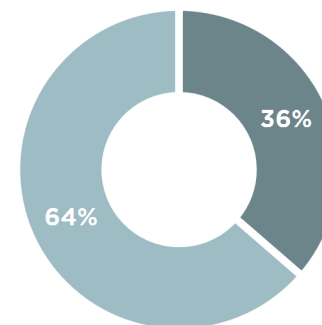
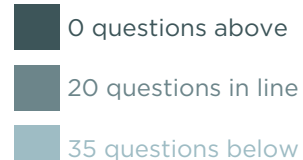
-8

**Employee engagement** is about more than just satisfaction. It's a mutually beneficial relationship between the employee and organisation. Engagement is a good indicator of how connected they are to the organisation and in helping it to achieve its goals.

VARIANCE  
FROM PREVIOUS  
SURVEY



VARIANCE FROM  
COLLEGE  
OVERALL



WHAT NOW?

1. TAKE THE TIME TO EXPLORE

AND UNDERSTAND THE RESULTS IN THIS REPORT.

2. DISCUSS THE RESULTS WITH YOUR TEAM

IDENTIFY THE THINGS TO CELEBRATE (STRENGTHS) OR IMPROVE (ACTION AREAS).

3. DEVELOP A PLAN OF ACTION

SEE THE SUGGESTED TEMPLATE AT THE BACK OF THIS REPORT.



TOP 3  
MOST IMPROVED QUESTIONS:

VARIANCE FROM PREVIOUS SURVEY

Q60. Working here makes me want to do the best work I can	+17
Q57. I would recommend the College as a great place to study	+17
Q3. I am sufficiently challenged in my work	+15



TOP 3  
HIGHEST SCORING QUESTIONS:

% POSITIVE

Q21. I am aware of my personal responsibilities for health and safety	94%
Q41. I have good working relationships with the colleagues I work with	94%
Q7. As long as I get the work done, I am trusted to organise my workload in a way that suits me	88%

# KEY QUESTIONS TO FOCUS ON



## WHAT TO FOCUS ON?

THESE KEY QUESTIONS HAVE BEEN IDENTIFIED AS BEING IMPORTANT TO EMPLOYEES IN YOUR BUSINESS UNIT.

THEY ARE NOT NECESSARILY THE QUESTIONS WITH THE LOWEST SCORES.

SOME WILL BE AREAS TO IMPROVE UPON AND SOME WILL BE AREAS TO MAINTAIN.

DEVELOP ACTIONS AND ACTIVITIES TO IMPROVE UPON THESE, WHERE POSSIBLE, TO DRIVE HIGHER LEVELS OF PERFORMANCE.



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

%  
POSITIVE

VARIANCE FROM PREVIOUS SURVEY

VARIANCE FROM COLLEGE OVERALL

		% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM COLLEGE OVERALL
<b>.1</b>	<b>Q39.</b> I understand how my Department/Division is contributing to the strategic aims of the College	<b>55%</b>	<b>+3</b>	<b>-7</b>
<b>.2</b>	<b>Q51.</b> I am treated with dignity and respect	<b>75%</b>	<b>-14</b>	<b>-2</b>
<b>.3</b>	<b>Q10.</b> I understand how my role contributes to the strategic aims of the College	<b>55%</b>	<b>+14</b>	<b>-13</b>
<b>.4</b>	<b>Q18.</b> I feel my contributions to the College are recognised and valued	<b>42%</b>	<b>+2</b>	<b>-12</b>
<b>.5</b>	<b>Q40.</b> My colleagues work together to achieve the goals of our Department/Division	<b>71%</b>	<b>-14</b>	<b>+3</b>

# EMPLOYEE ENGAGEMENT



## HOW ENGAGED IS YOUR TEAM?

THESE RESULTS PROVIDE A MEASURE OF ENGAGEMENT FOR YOUR TEAM.

YOUR ENGAGEMENT SCORE ISN'T JUST ABOUT HOW MUCH PEOPLE LIKE WORKING FOR YOU. IT ALSO MEASURES THE EMOTIONAL CONNECTION AND COMMITMENT COLLEAGUES HAVE TO WORKING FOR THE ORGANISATION.

THERE'S A LOT OF EVIDENCE TO SHOW A STRONG LINK BETWEEN ENGAGED COLLEAGUES AND IMPROVED BUSINESS PERFORMANCE.

### YOUR EMPLOYEE ENGAGEMENT SCORE

66%

**RESPONSE SCALE**

% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM COLLEGE OVERALL
82%	+3	-8 ↓

	Q55. I am proud to work for the College	Q56. I would recommend Imperial as a good organisation to work for	Q57. I would recommend the College as a great place to study	Q58. I feel a strong sense of belonging to the College	Q59. I am committed to helping the College achieve its strategic aims	Q60. Working here makes me want to do the best work I can
<b>SAY</b>						
	<b>82%</b>	<b>71%</b>	<b>61%</b>	<b>47%</b>	<b>67%</b>	<b>65%</b>
	-11 ↓	-3	+17 ↑	-1	-3	+17 ↑
<b>STAY</b>						
<b>STRIVE</b>						

**KEY**

↑ AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

↓ AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree	Agree	Neither	Disagree	Strongly disagree

# HEADLINE SCORES

HIGHEST POSITIVE SCORING QUESTIONS	% POSITIVE	HIGHEST NEUTRAL SCORING QUESTIONS	% NEUTRAL	HIGHEST NEGATIVE SCORING QUESTIONS	% NEGATIVE
<b>Q21.</b> I am aware of my personal responsibilities for health and safety	94%	<b>Q47.</b> Changes are managed well at the College	53%	<b>Q27.</b> I can meet the requirements of my job without regularly working excessive hours	43%
<b>Q41.</b> I have good working relationships with the colleagues I work with	94%	<b>Q48.</b> The communications I receive help me to understand the reasons behind College level decisions	47%	<b>Q5.</b> I have enough resources to complete my work effectively	36%
<b>Q7.</b> As long as I get the work done, I am trusted to organise my workload in a way that suits me	88%	<b>Q46.</b> I see evidence of effective leadership from the College leaders	46%	<b>Q18.</b> I feel my contributions to the College are recognised and valued	35%
<b>Q23.</b> I am able to raise concerns about safety in the workplace	88%	<b>Q45.</b> The College's leaders provide clear direction for the future of the College	43%	<b>Q17.</b> I know what career progression opportunities are available to me at the College	34%
<b>Q55.</b> I am proud to work for the College	82%	<b>Q9.</b> Imperial Expectations are visible in the day to day behaviours of colleagues	42%	<b>Q38.</b> I am kept informed about changes within my Department/Division	33%



## FIND YOUR HIGHEST SCORES

### THESE QUESTIONS ARE YOUR HIGHEST SCORING.

- WHAT ARE EMPLOYEES MOST POSITIVE ABOUT? (STRENGTHS)

- WHAT ARE EMPLOYEES MOST NEUTRAL ABOUT? WHERE A LOT OF EMPLOYEES ARE RESPONDING 'NEITHER AGREE NOR DISAGREE' (% NEUTRAL), THIS MAY INDICATE MIXED VIEWS OR INCONSISTENT EXPERIENCES. (AREAS OF POTENTIAL)

- WHAT ARE EMPLOYEES MOST NEGATIVE ABOUT? (AREAS OF CONCERN)

## 01.

**Take the time to digest the scores and identify the areas where you are performing well.**

These will tend to be high scores which are notably above any comparative scores. These should be celebrated. Share the good news with employees.



## UNDERSTANDING YOUR REPORT AND GETTING TO ACTION!

- THE SCORES ON THE FRONT PAGE GIVE YOU SOME SUMMARY INFORMATION. FIRST TAKE THE TIME TO FULLY UNDERSTAND THIS REPORT BEFORE SHARING WITH OTHERS.

- WHAT IS YOUR RESPONSE RATE? IF HIGH, THE RESULTS WILL BE REPRESENTATIVE OF THE VIEWS OF YOUR COLLEAGUES. IF LOW (<20%) TAKE CARE WHEN INTERPRETING THE RESULTS. ENCOURAGE ALL COLLEAGUES TO HELP WITH ACTION PLANNING AND HOPEFULLY THIS WILL ENCOURAGE THEM TO COMPLETE THE SURVEY NEXT TIME.

- HOW DO YOUR SCORES COMPARE TO YOUR PARENT UNIT OR THE COLLEGE OVERALL?

**ARE THERE ANY SCORES THAT ARE UNEXPECTED?**

**Identify areas that need improvement.**

## 02.

These will be the lower scores, and/or those which are scoring notably below your comparators. Discuss these areas with your colleagues in focus groups or one2ones, gather their thoughts and solutions before deciding actions to take.

## 03.

**High neutral responses (lots of employees ticking 'neither agree nor disagree')**

Ask your colleagues about their views to find out what is causing this uncertainty. More communication and involvement may help to shift them to a positive frame of mind.

## 04.

It may be helpful to discuss with your manager or other colleagues (your peers, HR, subject experts) to share ideas before developing plans for action.

There are lots of websites of ideas and case studies to give you further inspiration and top tips.

Some actions may be 'quick wins' and short term. However, in most instances, you will need to think longer term.

## 05.

**What do you want employees to be saying about their working lives in the future?**

**What should be put in place to achieve this?**

The 'All questions' pages show every question asked in the survey and the proportion of colleagues responding positively (strongly agree + agree), neutrally (neither agree nor disagree) or negatively (disagree + strongly disagree). Look at how your positive score compares to your parent unit, and your last survey's results.

**Is there room for improvement?**

## 06.

# ALL QUESTIONS



## EXPLORE THE FULL RESULTS

- THESE PAGES SHOW EVERY QUESTION ASKED IN THE SURVEY AND THE PROPORTION OF COLLEAGUES RESPONDING POSITIVELY (STRONGLY AGREE + AGREE), NEUTRALLY (NEITHER AGREE NOR DISAGREE) OR NEGATIVELY (DISAGREE + STRONGLY DISAGREE).

- LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE AVAILABLE COMPARISONS.

## IS THERE ROOM FOR IMPROVEMENT?

YOUR ROLE		62%				RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM COLLEGE OVERALL
	Q1. My work gives me a feeling of personal accomplishment	20	44	24	8		64%	-2	-15 ↓
	Q2. I know what is expected of me in my role	18	54	22			72%	0	-11 ↓
	Q3. I am sufficiently challenged in my work	40	34	16			74%	+15 ↑	-6 ↓
	Q4. I have access to all the information I need to do my job well	12	38	30	16		50%	-12 ↓	-13 ↓
	Q5. I have enough resources to complete my work effectively	8	32	24	20	16	40%	-5 ↓	-16 ↓
	Q6. I am given realistic deadlines to complete my work effectively	10	46	16	20	8	56%	-	-5 ↓
	Q7. As long as I get the work done, I am trusted to organise my workload in a way that suits me	50	38	10			88%	+2	-3
	Q8. I know whom I can talk to about anything that concerns me about my work	34	36	20	8		70%	-16 ↓	-9 ↓
	Q9. Imperial Expectations are visible in the day to day behaviours of colleagues	14	26	42	16		40%	-	-7 ↓
K	Q10. I understand how my role contributes to the strategic aims of the College	20	35	27	12		55%	+14 ↑	-13 ↓

KEY		K KEY DRIVER QUESTIONS		↑ AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR		Strongly agree Agree Neither Disagree Strongly disagree				
	R REVERSE SCORE QUESTION			↓ AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR						

# ALL QUESTIONS



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## IS THERE ROOM FOR IMPROVEMENT?

YOUR DEVELOPMENT	60%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM COLLEGE OVERALL		
<b>Q13.</b> The PRDP with my line manager (objective setting and performance review) is useful	22	38	28	8	60%	-18 ↓	+1
<b>Q14.</b> My line manager takes the PRDP process seriously	34	26	38		60%	-21 ↓	-9 ↓
<b>Q15.</b> I am satisfied with the learning and development I receive for my present job	14	46	18	16	60%	-3	-2
<b>Q16.</b> I have the opportunity for development and growth at the College	14	48	22	12	62%	+12 ↑	+2
<b>Q17.</b> I know what career progression opportunities are available to me at the College	8	24	34	28	32%	-1	-16 ↓

KEY	K	KEY DRIVER QUESTIONS	↑	AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR	Strongly agree	Agree	Neither	Disagree	Strongly disagree
	R	REVERSE SCORE QUESTION	↓	AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR					

# ALL QUESTIONS



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- LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE AVAILABLE COMPARISONS.

## IS THERE ROOM FOR IMPROVEMENT?

REWARD AND RECOGNITION <b>70%</b>		RESPONSE SCALE					% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM COLLEGE OVERALL
<b>K</b>	<b>Q18.</b> I feel my contributions to the College are recognised and valued	15	27	23	33		<b>42%</b>	+2	-12 ↓
	<b>Q19.</b> Considering my duties and responsibilities, I feel my pay is fair	10	27	33	20	10	<b>37%</b>	-13 ↓	-15 ↓

### KEY

**K** KEY DRIVER QUESTIONS

**R** REVERSE SCORE QUESTION



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree   Agree   Neither   Disagree   Strongly disagree





# ALL QUESTIONS



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- LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE AVAILABLE COMPARISONS.

## IS THERE ROOM FOR IMPROVEMENT?

SAFETY AT THE COLLEGE	74%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM COLLEGE OVERALL
<b>Q21.</b> I am aware of my personal responsibilities for health and safety	37	57	94%	+12	+1
<b>Q22.</b> I feel confident that the College takes the necessary steps to ensure I am safe in the workplace	22	35	29	10	57% -7  -26
<b>Q23.</b> I am able to raise concerns about safety in the workplace	31	57	88%	-	0
<b>Q24.</b> I feel confident that my Department/Division takes the necessary steps to ensure I am safe in the workplace	24	35	27	12	59% -2 -25

<b>KEY</b>	<b>K</b> KEY DRIVER QUESTIONS	AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR	Strongly agree	Agree	Neither	Disagree	Strongly disagree
	<b>R</b> REVERSE SCORE QUESTION	AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR					

# ALL QUESTIONS



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- LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE AVAILABLE COMPARISONS.

## IS THERE ROOM FOR IMPROVEMENT?

HEALTH AND WELLBEING	51%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM COLLEGE OVERALL			
<b>Q25.</b> I am satisfied with my physical working environment	18	27	24	29	45%	-2	-21 ↓	
<b>Q26.</b> I am able to cope with the pressure placed upon me in my role	16	41	27	12	57%	-14 ↓	-15 ↓	
<b>Q27.</b> I can meet the requirements of my job without regularly working excessive hours	10	29	18	22	20	39%	-	-13 ↓
<b>Q28.</b> I think Imperial cares about my health and wellbeing	12	37	35	12	49%	-8 ↓	-2	
<b>Q30.</b> I know where to go for support if I have concerns about my physical health	22	35	16	27	57%	-4	-10 ↓	
<b>Q31.</b> I know where to go for support if I have concerns about my mental wellbeing	18	43	20	18	61%	+11 ↑	-5 ↓	

<b>KEY</b>	<b>K</b> KEY DRIVER QUESTIONS	↑ AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR	Strongly agree	Agree	Neither	Disagree	Strongly disagree
	<b>R</b> REVERSE SCORE QUESTION	↓ AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR					

# ALL QUESTIONS



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- LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE AVAILABLE COMPARISONS.

## IS THERE ROOM FOR IMPROVEMENT?

YOUR LINE MANAGER	67%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM COLLEGE OVERALL
<b>Q32.</b> My line manager communicates effectively		<b>69%</b>	-13 ↓	-3	
<b>Q33.</b> My line manager provides the support I need to succeed		<b>63%</b>	-15 ↓	-6 ↓	
<b>Q34.</b> My line manager is open to my ideas and suggestions for change		<b>78%</b>	-15 ↓	+3	
<b>Q35.</b> My line manager takes an interest in my long term career development		<b>59%</b>	-11 ↓	-4	

KEY	K	KEY DRIVER QUESTIONS	↑	AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR	Strongly agree	Agree	Neither	Disagree	Strongly disagree
	R	REVERSE SCORE QUESTION	↓	AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR					

# ALL QUESTIONS



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- LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE AVAILABLE COMPARISONS.

## IS THERE ROOM FOR IMPROVEMENT?

### YOUR DEPARTMENT / DIVISION

57%

RESPONSE SCALE

% POSITIVE

VARIANCE FROM PREVIOUS SURVEY

VARIANCE FROM COLLEGE OVERALL

	<b>Q36.</b> I have a clear understanding of the purpose and objectives of my Department/Division	18	43	22	14	61%	-17 ↓	-12 ↓	
	<b>Q37.</b> I feel sufficiently involved in decisions which directly impact my role	14	24	33	18	10	39%	-28 ↓	-12 ↓
	<b>Q38.</b> I am kept informed about changes within my Department/Division	14	37	16	24	8	51%	-5 ↓	-9 ↓
K	<b>Q39.</b> I understand how my Department/Division is contributing to the strategic aims of the College	22	33	27	10	8	55%	+3	-7 ↓
K	<b>Q40.</b> My colleagues work together to achieve the goals of our Department/Division	31	41	18	10		71%	-14 ↓	+3
	<b>Q41.</b> I have good working relationships with the colleagues I work with	43	51				94%	-2	+3
	<b>Q42.</b> There is effective two way communication in my Department/Division	16	27	35	20		43%	-	-15 ↓
	<b>Q43.</b> I believe there is effective collaboration between teams that work within my Department/Division	12	29	33	24		41%	-22 ↓	-13 ↓

### KEY

K KEY DRIVER QUESTIONS

R REVERSE SCORE QUESTION

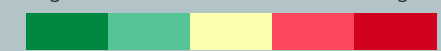


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



# ALL QUESTIONS



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- LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE AVAILABLE COMPARISONS.

## IS THERE ROOM FOR IMPROVEMENT?

### COLLEGE SENIOR LEADERSHIP

31%

RESPONSE SCALE

% POSITIVE

VARIANCE FROM PREVIOUS SURVEY

VARIANCE FROM COLLEGE OVERALL

Question	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Variance from Previous Survey	Variance from College Overall
<b>Q44.</b> The College's leaders are sufficiently visible in the College	10	29	40	13	8	40%	+10 ↑	-2
<b>Q45.</b> The College's leaders provide clear direction for the future of the College	10	24	43	18	5	35%	+5 ↑	-6 ↓
<b>Q46.</b> I see evidence of effective leadership from the College leaders	8	23	46	19	4	31%	+2	-7 ↓
<b>Q47.</b> Changes are managed well at the College	16	37	53	16	10	20%	-	-4

#### KEY

**K** KEY DRIVER QUESTIONS

**R** REVERSE SCORE QUESTION



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree   Agree   Neither   Disagree   Strongly disagree



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## IS THERE ROOM FOR IMPROVEMENT?

### COMMUNICATION AT THE COLLEGE

41%

RESPONSE SCALE

% POSITIVE

VARIANCE FROM PREVIOUS SURVEY

VARIANCE FROM COLLEGE OVERALL

**Q48.** The communications I receive help me to understand the reasons behind College level decisions



#### KEY

**K** KEY DRIVER QUESTIONS



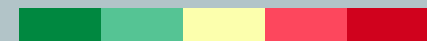
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Strongly agree Agree Neither Disagree Strongly disagree

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## IS THERE ROOM FOR IMPROVEMENT?

## EQUALITY, DIVERSITY AND INCLUSION

# 74%

RESPONSE SCALE

% POSITIVE

VARIANCE FROM PREVIOUS SURVEY

VARIANCE FROM COLLEGE OVERALL

	<b>Q49.</b> The College is an inclusive employer for all staff	22	47	22		<b>69%</b>	-12 ↓	-5 ↓
	<b>Q50.</b> I am confident about expressing my views and opinions without fear of negative consequences	18	41	20	14	<b>59%</b>	+1	+1
<b>K</b>	<b>Q51.</b> I am treated with dignity and respect	23	52	17	8	<b>75%</b>	-14 ↓	-2
	<b>Q54.</b> I believe career progression is fair within Imperial (regardless of ethnic background, age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation)	13	48	27	10	<b>60%</b>	-6 ↓	+2

### KEY

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AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



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## IS THERE ROOM FOR IMPROVEMENT?

### YOUR PERCEPTIONS OF THE COLLEGE

66%

RESPONSE SCALE

% POSITIVE

VARIANCE FROM PREVIOUS SURVEY

VARIANCE FROM COLLEGE OVERALL

<b>Q55.</b> I am proud to work for the College	27	55	14	82%	-11 ↓	-3
<b>Q56.</b> I would recommend Imperial as a good organisation to work for	16	55	22	71%	-3	-3
<b>Q57.</b> I would recommend the College as a great place to study	27	35	29	61%	+17 ↑	-9 ↓
<b>Q58.</b> I feel a strong sense of belonging to the College	10	37	37	47%	-1	-12 ↓
<b>Q59.</b> I am committed to helping the College achieve its strategic aims	20	47	31	67%	-3	-13 ↓
<b>Q60.</b> Working here makes me want to do the best work I can	20	45	29	65%	+17 ↑	-10 ↓

### NEXT STEPS

33%

RESPONSE SCALE

% POSITIVE

VARIANCE FROM PREVIOUS SURVEY

VARIANCE FROM COLLEGE OVERALL

<b>Q61.</b> I believe action will be taken on the results of the survey	11	22	36	24	33%	0	-17 ↓
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#### KEY

**K** KEY DRIVER QUESTIONS

**R** REVERSE SCORE QUESTION

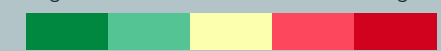


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree





# ALL QUESTIONS



## EXPLORE THE FULL RESULTS

- THESE PAGES SHOW THE NON STANDARD QUESTIONS ASKED IN THE SURVEY AND HOW THE PROPORTION OF COLLEAGUES RESPONDED.

- LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE AVAILABLE COMPARISONS.

## IS THERE ROOM FOR IMPROVEMENT?

YOUR ROLE	RESPONSE SCALE	%	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM COLLEGE OVERALL
-----------	----------------	---	-------------------------------	-------------------------------

**Q11.** I have observed unethical behaviour in the last 24 months (e.g. financial irregularity or research misconduct)

Yes		20%	-	+7
No		72%	-	-5
Prefer not to say		8%	-	-1

YOUR DEVELOPMENT	RESPONSE SCALE	%	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM COLLEGE OVERALL
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**Q12.** Have you had a PRDP in the last 12 months?

Yes		73%	-13	-1
No		6%	-1	-9
Not been here long enough		21%	+14	+10

### KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

# ALL QUESTIONS



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## IS THERE ROOM FOR IMPROVEMENT?

### REWARD AND RECOGNITION

#### RESPONSE SCALE

%

VARIANCE FROM PREVIOUS SURVEY

VARIANCE FROM COLLEGE OVERALL

**Q20a.** Are you satisfied with the following benefits provided by the College?

Pension

Yes		78%	-	+14
No		6%	-	-17
Prefer not to say		16%	-	+3

**Q20b.** Are you satisfied with the following benefits provided by the College?

Family Friendly e.g. childcare vouchers, leave, workshops for parents

Yes		52%	-	-4
No		8%	-	-4
Prefer not to say		40%	-	+8

#### KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

# ALL QUESTIONS



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## IS THERE ROOM FOR IMPROVEMENT?

### REWARD AND RECOGNITION

#### RESPONSE SCALE

%

VARIANCE FROM PREVIOUS SURVEY

VARIANCE FROM COLLEGE OVERALL

**Q20c.** Are you satisfied with the following benefits provided by the College?  
Imperial Perks

Yes		67%	-	+7
No		10%	-	-9
Prefer not to say		22%	-	+2

**Q20d.** Are you satisfied with the following benefits provided by the College?  
Immigration Support

Yes		49%	-	+3
No		8%	-	-2
Prefer not to say		43%	-	-2

#### KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

# ALL QUESTIONS



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## IS THERE ROOM FOR IMPROVEMENT?

### REWARD AND RECOGNITION

#### RESPONSE SCALE

%

VARIANCE FROM PREVIOUS SURVEY

VARIANCE FROM COLLEGE OVERALL

**Q20e.** Are you satisfied with the following benefits provided by the College?  
Season Ticket Loan

Yes		<b>53%</b>	-	-3
No		<b>4%</b>	-	-4
Prefer not to say		<b>43%</b>	-	+7

#### KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

# ALL QUESTIONS



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## IS THERE ROOM FOR IMPROVEMENT?

### HEALTH AND WELLBEING

#### RESPONSE SCALE

%

VARIANCE FROM PREVIOUS SURVEY

VARIANCE FROM COLLEGE OVERALL

**Q29.** Do you work flexibly to fulfil the duties of your role?

Yes		<b>73%</b>	-	+11
No		<b>21%</b>	-	-11
Prefer not to say		<b>6%</b>	-	0

**Q29a.** What type of flexible working do you make use of to fulfil the duties of your role? - Working at home

Very frequently		<b>3%</b>	+3	-10
Frequently		<b>15%</b>	+8	-10
Occasionally		<b>48%</b>	+16	+11
Rarely		<b>21%</b>	-4	+6
Never		<b>12%</b>	-24	+3

#### KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

# ALL QUESTIONS



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## IS THERE ROOM FOR IMPROVEMENT?

### HEALTH AND WELLBEING

#### RESPONSE SCALE

%

VARIANCE FROM PREVIOUS SURVEY

VARIANCE FROM COLLEGE OVERALL

**Q29b.** What type of flexible working do you make use of to fulfil the duties of your role? - Part-time or voluntarily reduced hours

Very frequently		3%	+3	-5
Frequently		0%	0	-3
Occasionally		0%	-4	-3
Rarely		0%	-11	-4
Never		97%	+11	+16

#### KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

# ALL QUESTIONS



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## IS THERE ROOM FOR IMPROVEMENT?

### HEALTH AND WELLBEING

#### RESPONSE SCALE

%

VARIANCE FROM PREVIOUS SURVEY

VARIANCE FROM COLLEGE OVERALL

**Q29c.** What type of flexible working do you make use of to fulfil the duties of your role? - Compressed working week/fortnight

Very frequently		3%	0	+1
Frequently		0%	-4	-4
Occasionally		3%	+3	-4
Rarely		3%	-11	-3
Never		90%	+11	+10

#### KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

# ALL QUESTIONS



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## IS THERE ROOM FOR IMPROVEMENT?

### HEALTH AND WELLBEING

#### RESPONSE SCALE

%

VARIANCE FROM PREVIOUS SURVEY

VARIANCE FROM COLLEGE OVERALL

**Q29d.** What type of flexible working do you make use of to fulfil the duties of your role? - Annual hours

Very frequently	0%	-4	-2
Frequently	0%	-4	-3
Occasionally	0%	-11 ↓	-3
Rarely	0%	0	-3
Never	100%	+18 ↑	+10 ↑

#### KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR



# ALL QUESTIONS



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## IS THERE ROOM FOR IMPROVEMENT?

### HEALTH AND WELLBEING

#### RESPONSE SCALE

%

VARIANCE FROM PREVIOUS SURVEY

VARIANCE FROM COLLEGE OVERALL

**Q29e.** What type of flexible working do you make use of to fulfil the duties of your role? - Term-Time only working

Very frequently	0%	0	-1
Frequently	0%	0	-1
Occasionally	0%	0	-1
Rarely	0%	0	-2
Never	100%	0	+6

#### KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

# ALL QUESTIONS



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## IS THERE ROOM FOR IMPROVEMENT?

### HEALTH AND WELLBEING

#### RESPONSE SCALE

%

VARIANCE FROM PREVIOUS SURVEY

VARIANCE FROM COLLEGE OVERALL

**Q29f.** What type of flexible working do you make use of to fulfil the duties of your role? - Starting earlier/later or finishing earlier/later

Very frequently		<b>29%</b>	+18	0
Frequently		<b>37%</b>	-9	+6
Occasionally		<b>23%</b>	-2	-2
Rarely		<b>6%</b>	-5	+2
Never		<b>6%</b>	-1	-6

#### KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

# ALL QUESTIONS



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## IS THERE ROOM FOR IMPROVEMENT?

### HEALTH AND WELLBEING

#### RESPONSE SCALE

%

VARIANCE FROM PREVIOUS SURVEY

VARIANCE FROM COLLEGE OVERALL

**Q29g.** What type of flexible working do you make use of to fulfil the duties of your role? - Job share

Very frequently		0%	0	-1
Frequently		0%	-4	-1
Occasionally		3%	0	+1
Rarely		3%	-4	0
Never	████████████████████	93%	+8 ↑	+2

#### KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

# ALL QUESTIONS



## EXPLORE THE FULL RESULTS

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## IS THERE ROOM FOR IMPROVEMENT?

### EQUALITY, DIVERSITY AND INCLUSION

#### RESPONSE SCALE

%

VARIANCE FROM PREVIOUS SURVEY

VARIANCE FROM COLLEGE OVERALL

**Q52.** During the last 24 months have you personally experienced harassment and/or bullying at Imperial?

Yes		12%	+5	0
No		84%	-2	+3
Prefer not to say		4%	-3	-3

**Q53.** Have you experienced any form of sexual harassment at work in the last 24 months?

Yes		4%	-	+3
No		96%	-	-1
Prefer not to say		0%	-	-2

#### KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

# ALL QUESTIONS



## EXPLORE THE FULL RESULTS

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## IS THERE ROOM FOR IMPROVEMENT?

## EQUALITY, DIVERSITY AND INCLUSION

### RESPONSE SCALE

%

VARIANCE FROM PREVIOUS SURVEY

VARIANCE FROM COLLEGE OVERALL

**Q52a.** If yes, by whom? (experienced harassment and/or bullying at Imperial)

A colleague		45%	+45	+12
Your line manager		18%	-15	0
Another manager in the department		9%	+9	-10
Someone you manage		0%	0	-4
Someone who works in another department		0%	-33	-9
A student		27%	+27	+22
Someone else		0%	0	-4
Prefer not to say		0%	-33	-7

### KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

# ALL QUESTIONS



## EXPLORE THE FULL RESULTS

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## IS THERE ROOM FOR IMPROVEMENT?

### EQUALITY, DIVERSITY AND INCLUSION

RESPONSE SCALE

%

VARIANCE FROM PREVIOUS SURVEY

VARIANCE FROM COLLEGE OVERALL

**Q53a.** If yes, by whom? (experienced any form of sexual harassment at work)

A colleague	The data for this question has been hidden for anonymity reasons.
Your line manager	The data for this question has been hidden for anonymity reasons.
Another manager in the department	The data for this question has been hidden for anonymity reasons.
Someone you manage	The data for this question has been hidden for anonymity reasons.
Someone who works in another department	The data for this question has been hidden for anonymity reasons.
A student	The data for this question has been hidden for anonymity reasons.
Someone else	The data for this question has been hidden for anonymity reasons.
Prefer not to say	The data for this question has been hidden for anonymity reasons.

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR



## WHAT'S NEXT?

EMPLOYEES HAVE GIVEN THEIR FEEDBACK AND THESE RESULTS SHOW YOU WHERE YOU NEED TO MAKE IMPROVEMENTS OR WHERE YOU ARE PERFORMING WELL.

IT IS IMPORTANT TO DISCUSS THINGS FULLY IN ORDER TO UNDERSTAND UNDERLYING REASONS FOR THEIR OPINIONS BEFORE TAKING ACTION.

HOW WILL YOU MEASURE WHETHER YOUR ACTIONS HAVE BEEN SUCCESSFUL?

**DON'T JUST WAIT FOR THE NEXT SURVEY. KEEP ASKING YOUR COLLEAGUES FOR THEIR FEEDBACK AND IDEAS THROUGHOUT THE YEAR.**

# 33%

of employees replied favourably to:

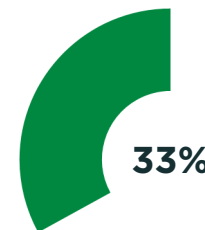
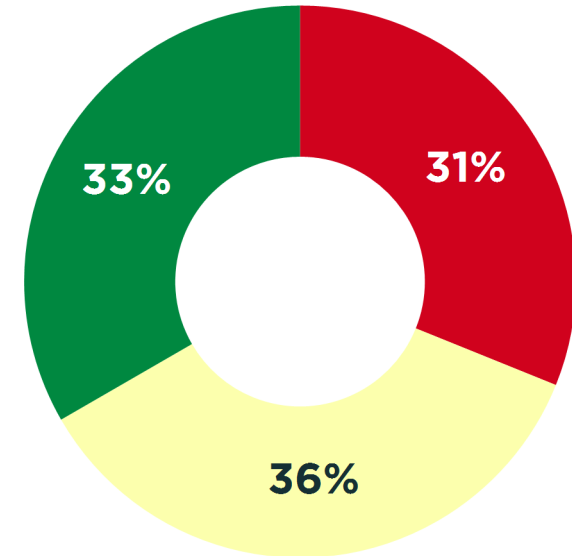
## 'I believe action will be taken on the results of the survey'

VARIANCE FROM PREVIOUS SURVEY

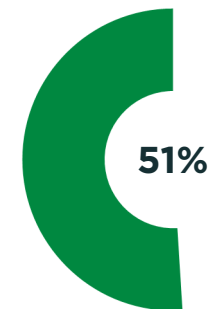
0

VARIANCE FROM COLLEGE OVERALL

-17%



PREVIOUS SURVEY



COLLEGE OVERALL

■ % positive

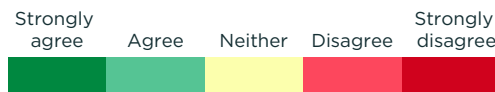
■ % neutral

■ % negative

# GUIDE TO THIS REPORT

## % POSITIVE

WHERE RESULTS ARE SHOWN AS POSITIVE PERCENTAGES (% POSITIVE), THESE ARE CALCULATED BY ADDING TOGETHER POSITIVE RESPONSES ("STRONGLY AGREE" + "AGREE") AND DIVIDING BY THE NUMBER OF RESPONDENTS WHO ANSWERED THE QUESTION.



$$\frac{\text{number of respondents who answered the question}}{\text{number of respondents who answered the question}} = \% \text{ POSITIVE}$$

## ROUNDING

RESULTS ARE PRESENTED AS WHOLE NUMBERS FOR EASE OF READING, WITH ROUNDING PERFORMED AT THE LAST STAGE OF CALCULATION FOR MAXIMUM ACCURACY. VALUES FROM X.00 TO X.49 ARE ROUNDED DOWN AND VALUES FROM X.50 TO X.99 ARE ROUNDED UP. THEREFORE IN SOME INSTANCES, RESULTS MAY NOT TOTAL 100%.

	STRONGLY AGREE	AGREE	NEITHER	DISAGREE	STRONGLY DISAGREE	TOTAL
NUMBER OF RESPONSES	151	166	176	96	24	613
PERCENTAGE	24.63%	27.08%	28.71%	15.66%	3.92%	100%
ROUNDED PERCENTAGE	25%	27%	29%	16%	4%	101%
NUMBER OF POSITIVE	<b>151 + 166 = 317</b>					
% POSITIVE	<b>317 ÷ 613 = 52%</b>					

## ANONYMITY

IT IS ORC INTERNATIONAL'S PRACTICE NOT TO DISPLAY THE RESULTS OF GROUPS TO THE EXTENT WHERE THE ANONYMITY OF INDIVIDUALS MAY BE COMPROMISED. RESULTS FOR TEAMS WITH LESS THAN 10 WILL NOT RECEIVE AN INDIVIDUAL REPORT. HOWEVER, THEIR DATA WILL STILL CONTRIBUTE TO THE SCORES FOR THEIR GROUP AND THE COLLEGE OVERALL.