

All-Staff Survey 2017

INFORMATION



Background

- Previous College Staff Surveys in 2011 and 2014
- Provost's Board approved funding to improve insights for 2017 survey
- Appointed ORC International

Benefits

- A user-friendly, accessible and responsive (mobile) online interface
- Quicker, slicker survey completion (15 -20 minutes)
- A revised question set but also retaining useful benchmarks to previous survey data
- High level results available to survey team within one week of survey closing
- Individual departmental highlight report. Available within three weeks of survey closing
- Online 'dashboard' available to enable interrogation and splitting of data
- Benchmarking inside and outside of HE sector

Question set

- Linked to College Strategy, Athena SWAN, 2014 Survey, HE Sector, outside Sectors.
- 13 key themes:
Your role, Your Development, Reward and Recognition, Safety, Health and Wellbeing, Your Line Manager, Your Department/Division, Your Faculty, College Senior Leadership, Communication, Equality and Diversity, College Perceptions
- 62 questions on a 5 point scale

Confidentiality

- All data held by ORC. ORC belongs to the Market Research Society and is bound by their strict Code of Conduct and confidentiality rules
- ORC cannot report back information that could be traced to an individual or a group of less than 10 people
- No one at Imperial will have access to individual answers

Key dates

- 27 February – Survey goes 'live'
- 8 March – Reminder One
- 15 March – Reminder Two
- 17 March (midnight) - Survey closes
- 24 March – Final response rate confirmed
- 27 March – 'Flash' report – organisational results
- 29 March – Organisational Benchmarking report
- 12 April – Departmental reports issued to Managers
- June & July – Action Planning (College & Departmental)
- August – College wide Action Plan published
- February 2018 – Action Plans to be completed

The key messages to communicate

- The staff survey is confidential
- The staff survey will lead to positive changes
- The staff survey is quick and easy to complete

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27 February – 17 March