

YOUR
EMPLOYEE
ENGAGEMENT
SCORE:



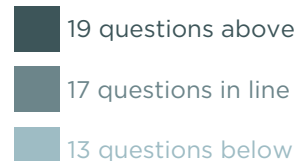
68%

VARIANCE from PREVIOUS SURVEY: ↓ -5

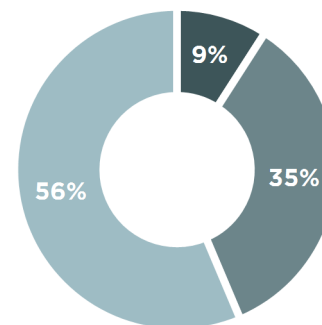
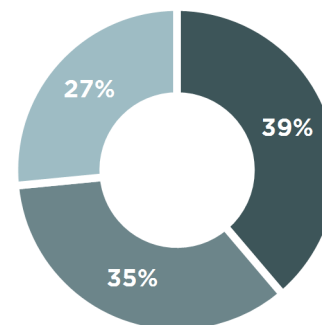
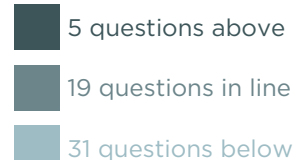
VARIANCE from PARENT: ↓ -6

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 PARENT



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

Q34. My line manager is open to my ideas and suggestions for change	+38
Q40. My colleagues work together to achieve the goals of our Department/Division	+28
Q35. My line manager takes an interest in my long term career development	+21



TOP 3
HIGHEST SCORING QUESTIONS:

% POSITIVE

Q41. I have good working relationships with the colleagues I work with	93%
Q1. My work gives me a feeling of personal accomplishment	92%
Q21. I am aware of my personal responsibilities for health and safety	92%

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 PARENT

VARIANCE
FROM COLLEGE
OVERALL

.1

Q49. The College is an inclusive employer for all staff

67%

+6↑

-6↓

-8↓

.2

Q51. I am treated with dignity and respect

72%

0

-4

-5↓

.3

Q50. I am confident about expressing my views and opinions without fear of negative consequences

53%

+8↑

-4

-5↓

.4

Q28. I think Imperial cares about my health and wellbeing

32%

-5↓

-13↓

-19↓

.5

Q54. 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)

54%

-4

-5↓

-4

EMPLOYEE ENGAGEMENT

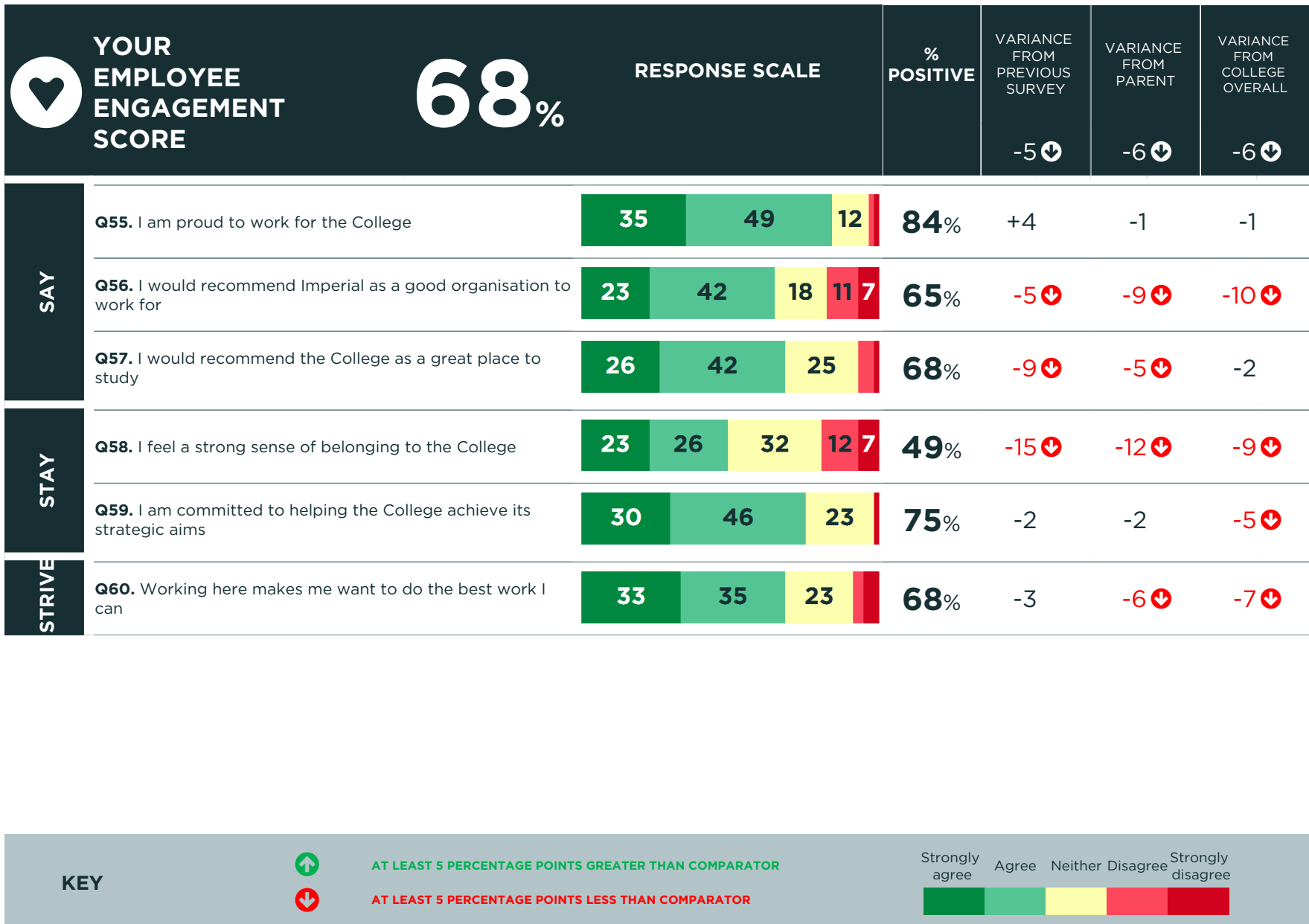


HOW ENGAGED IS YOUR TEAM?

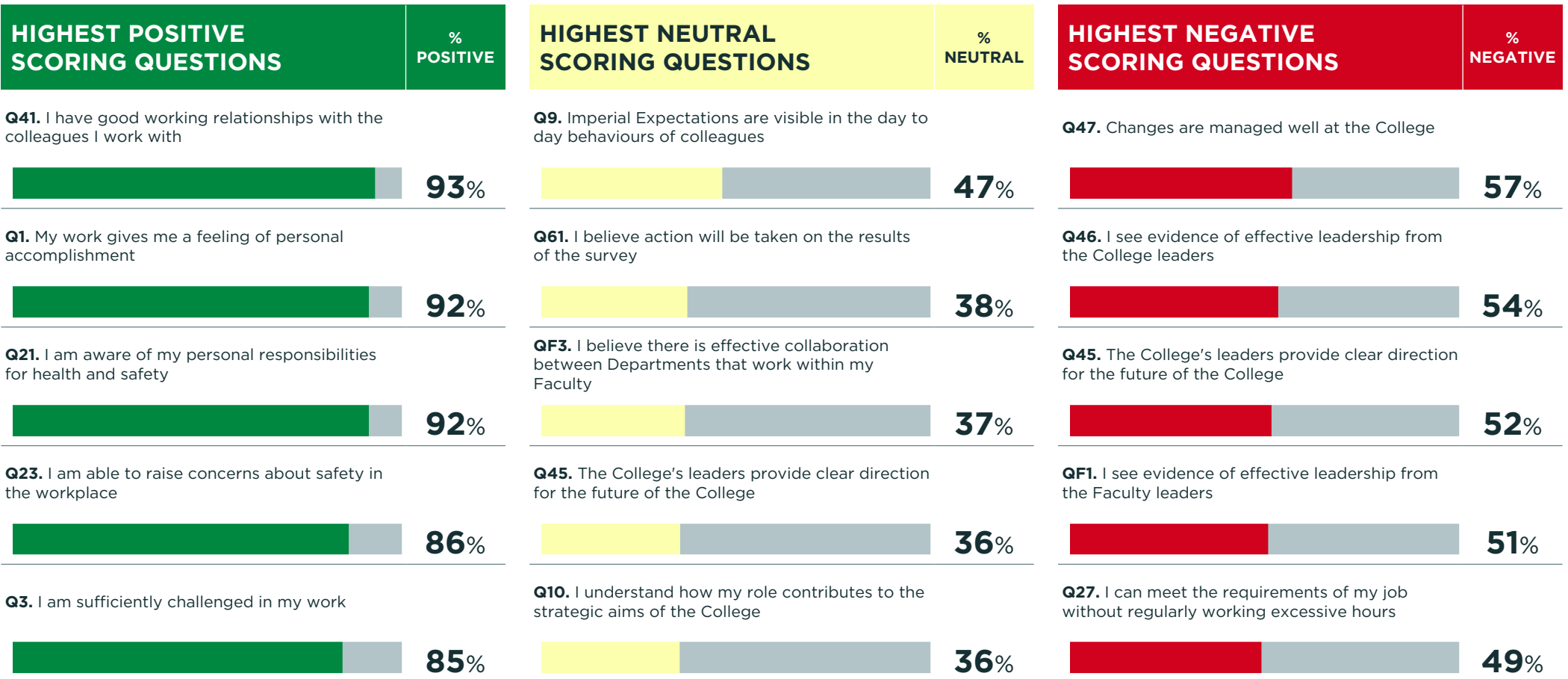
THESE RESULTS PROVIDE A MEASURE OF ENGAGEMENT FOR YOUR TEAM.

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.



HEADLINE SCORES



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)

TIPS & SUGGESTIONS

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.

05.

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

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

68%

RESPONSE SCALE

% POSITIVE

VARIANCE FROM PREVIOUS SURVEY

VARIANCE FROM PARENT

VARIANCE FROM COLLEGE OVERALL

Q1. My work gives me a feeling of personal accomplishment

32

59

92%

+14 ↑

+8 ↑

+12 ↑

Q2. I know what is expected of me in my role

36

44

14

80%

+2

-2

-4

Q3. I am sufficiently challenged in my work

49

36

12

85%

+2

+1

+5 ↑

Q4. I have access to all the information I need to do my job well

22

41

19

12

63%

+3

-1

0

Q5. I have enough resources to complete my work effectively

17

37

14

22

10

54%

+12 ↑

0

-1

Q6. I am given realistic deadlines to complete my work effectively

14

34

19

22

12

47%

-

-8 ↓

-13 ↓

Q7. As long as I get the work done, I am trusted to organise my workload in a way that suits me

47

37

10

85%

+5 ↑

-7 ↓

-6 ↓

Q8. I know whom I can talk to about anything that concerns me about my work

31

42

15

8

73%

+1

-2

-6 ↓

Q9. Imperial Expectations are visible in the day to day behaviours of colleagues

14

21

47

9

10

34%

-

-10 ↓

-13 ↓

Q10. I understand how my role contributes to the strategic aims of the College

20

29

36

8

49%

-7 ↓

-13 ↓

-19 ↓

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 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 DEVELOPMENT		59%				RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM PARENT	VARIANCE FROM COLLEGE OVERALL
Q13. The PRDP with my line manager (objective setting and performance review) is useful		17	34	22	20		51%	+1	-7 ⬇	-8 ⬇
Q14. My line manager takes the PRDP process seriously		19	47	17	12		66%	+7 ⬆	-5 ⬇	-3
Q15. I am satisfied with the learning and development I receive for my present job		15	39	20	19		54%	-2	-8 ⬇	-8 ⬇
Q16. I have the opportunity for development and growth at the College		12	41	20	17	10	53%	+10 ⬆	-10 ⬇	-7 ⬇
Q17. I know what career progression opportunities are available to me at the College		17	27	19	22	15	44%	+3	-11 ⬇	-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



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?

REWARD AND RECOGNITION

53%

RESPONSE SCALE

% POSITIVE

VARIANCE FROM PREVIOUS SURVEY

VARIANCE FROM PARENT

VARIANCE FROM COLLEGE OVERALL

Q18. I feel my contributions to the College are recognised and valued



41%

+12 ↑

-13 ↓

-13 ↓

Q19. Considering my duties and responsibilities, I feel my pay is fair



32%

-18 ↓

-9 ↓

-20 ↓

KEY

K KEY DRIVER QUESTIONS

R REVERSE SCORE QUESTION

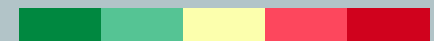


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



ALL QUESTIONS



EXPLORE THE FULL RESULTS

- THESE PAGES SHOW 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?

SAFETY AT THE COLLEGE

83%

RESPONSE SCALE

% POSITIVE

VARIANCE FROM PREVIOUS SURVEY

VARIANCE FROM PARENT

VARIANCE FROM COLLEGE OVERALL

Q21. I am aware of my personal responsibilities for health and safety

36

56

92%

+2

-1

-1

Q22. I feel confident that the College takes the necessary steps to ensure I am safe in the workplace

19

54

15

8

73%

-3

-7 ↓

-10 ↓

Q23. I am able to raise concerns about safety in the workplace

34

53

86%

-

-1

-2

Q24. I feel confident that my Department/Division takes the necessary steps to ensure I am safe in the workplace

46

34

15

80%

+6 ↑

-4

-5 ↓

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 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?

HEALTH AND WELLBEING

49%

RESPONSE SCALE

% POSITIVE

VARIANCE FROM PREVIOUS SURVEY

VARIANCE FROM PARENT

VARIANCE FROM COLLEGE OVERALL

	Q25. I am satisfied with my physical working environment	24	47	14	12	71%	+2	+3	+5	
	Q26. I am able to cope with the pressure placed upon me in my role	15	49	15	15	64%	-9	-3	-8	
	Q27. I can meet the requirements of my job without regularly working excessive hours		29	17	22	27	34%	-	-6	-18
K	Q28. I think Imperial cares about my health and wellbeing	8	24	29	20	19	32%	-5	-13	-19
	Q30. I know where to go for support if I have concerns about my physical health	10	34	31	17		45%	-25	-16	-22
	Q31. I know where to go for support if I have concerns about my mental wellbeing	12	36	25	19	8	47%	-8	-13	-19

KEY

K KEY DRIVER QUESTIONS

R REVERSE SCORE QUESTION

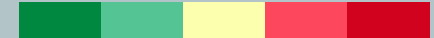


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



ALL QUESTIONS



EXPLORE THE FULL RESULTS

- THESE PAGES SHOW 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 LINE MANAGER		75%				RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM PARENT	VARIANCE FROM COLLEGE OVERALL
Q32.	My line manager communicates effectively	31	42	15	8	73%	+12 ↑	0	0	
Q33.	My line manager provides the support I need to succeed	31	41	12	12	71%	+16 ↑	+2	+2	
Q34.	My line manager is open to my ideas and suggestions for change	31	54			85%	+38 ↑	+9 ↑	+10 ↑	
Q35.	My line manager takes an interest in my long term career development	29	42	12	14	71%	+21 ↑	+5 ↑	+8 ↑	

KEY

K KEY DRIVER QUESTIONS

R REVERSE SCORE QUESTION

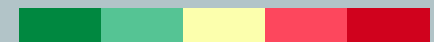


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



ALL QUESTIONS



EXPLORE THE FULL RESULTS

- THESE PAGES SHOW 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 DEPARTMENT / DIVISION

63%

RESPONSE SCALE

% POSITIVE

VARIANCE FROM PREVIOUS SURVEY

VARIANCE FROM PARENT

VARIANCE FROM COLLEGE OVERALL

Q36. I have a clear understanding of the purpose and objectives of my Department/Division



71%

+18 ↑

+1

-2

Q37. I feel sufficiently involved in decisions which directly impact my role



44%

+16 ↑

-7 ↓

-6 ↓

Q38. I am kept informed about changes within my Department/Division



59%

+4

-6 ↓

-1

Q39. I understand how my Department/Division is contributing to the strategic aims of the College



49%

+5 ↑

-8 ↓

-13 ↓

Q40. My colleagues work together to achieve the goals of our Department/Division



67%

+28 ↑

+4

-1

Q41. I have good working relationships with the colleagues I work with



93%

+7 ↑

+3

+2

Q42. There is effective two way communication in my Department/Division



64%

-

+5 ↑

+6 ↑

Q43. I believe there is effective collaboration between teams that work within my Department/Division



59%

+11 ↑

+7 ↑

+5 ↑

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 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 FACULTY

33%

RESPONSE SCALE

% POSITIVE

VARIANCE FROM PREVIOUS SURVEY

VARIANCE FROM PARENT

VARIANCE FROM COLLEGE OVERALL

	QF1. I see evidence of effective leadership from the Faculty leaders	14	32	25	26	18%	-8 ↓	-25 ↓	-28 ↓
	QF2. I have a clear understanding of the purpose and objectives of my Faculty	18	32	26	19	23%	-11 ↓	-19 ↓	-21 ↓
	QF3. I believe there is effective collaboration between Departments that work within my Faculty	18	37	23	21	19%	-13 ↓	-17 ↓	-16 ↓
R	QF4. In my research work I have felt pressurised to behave in an unethical way	21	25	46		71%	-	+1	-1

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 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?

COLLEGE SENIOR LEADERSHIP

13%

RESPONSE SCALE

% POSITIVE

VARIANCE FROM PREVIOUS SURVEY

VARIANCE FROM PARENT

VARIANCE FROM COLLEGE OVERALL

Q44. The College's leaders are sufficiently visible in the College



20%

-14 ↓

-19 ↓

-22 ↓

Q45. The College's leaders provide clear direction for the future of the College



13%

-10 ↓

-22 ↓

-28 ↓

Q46. I see evidence of effective leadership from the College leaders



13%

-19 ↓

-20 ↓

-25 ↓

Q47. Changes are managed well at the College



9%

-

-13 ↓

-15 ↓

KEY

K KEY DRIVER QUESTIONS

R REVERSE SCORE QUESTION

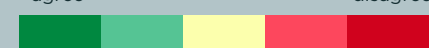


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



ALL QUESTIONS



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?

COMMUNICATION AT THE COLLEGE

19%

RESPONSE SCALE

% POSITIVE

VARIANCE FROM PREVIOUS SURVEY

VARIANCE FROM PARENT

VARIANCE FROM COLLEGE OVERALL

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



KEY

K KEY DRIVER QUESTIONS

R REVERSE SCORE QUESTION

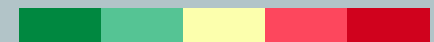


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



ALL QUESTIONS



EXPLORE THE FULL RESULTS

- THESE PAGES SHOW 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?

EQUALITY, DIVERSITY AND INCLUSION

71%

RESPONSE SCALE

% POSITIVE

VARIANCE FROM PREVIOUS SURVEY

VARIANCE FROM PARENT

VARIANCE FROM COLLEGE OVERALL

K Q49. The College is an inclusive employer for all staff



67%

+6 ↑

-6 ↓

-8 ↓

K Q50. I am confident about expressing my views and opinions without fear of negative consequences



53%

+8 ↑

-4

-5 ↓

K Q51. I am treated with dignity and respect



72%

0

-4

-5 ↓

K Q54. 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)



54%

-4

-5 ↓

-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



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 PERCEPTIONS OF THE COLLEGE

68%

RESPONSE SCALE

% POSITIVE

VARIANCE FROM PREVIOUS SURVEY

VARIANCE FROM PARENT

VARIANCE FROM COLLEGE OVERALL

Q55. I am proud to work for the College

35 49 12

84%

+4

-1

-1

Q56. I would recommend Imperial as a good organisation to work for

23 42 18 11 7

65%

-5 ↓

-9 ↓

-10 ↓

Q57. I would recommend the College as a great place to study

26 42 25

68%

-9 ↓

-5 ↓

-2

Q58. I feel a strong sense of belonging to the College

23 26 32 12 7

49%

-15 ↓

-12 ↓

-9 ↓

Q59. I am committed to helping the College achieve its strategic aims

30 46 23

75%

-2

-2

-5 ↓

Q60. Working here makes me want to do the best work I can

33 35 23

68%

-3

-6 ↓

-7 ↓

NEXT STEPS

30%

RESPONSE SCALE

% POSITIVE

VARIANCE FROM PREVIOUS SURVEY

VARIANCE FROM PARENT

VARIANCE FROM COLLEGE OVERALL

Q61. I believe action will be taken on the results of the survey

27 38 16 16

30%

-3

-17 ↓

-20 ↓

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 PARENT

VARIANCE FROM COLLEGE OVERALL

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

Yes



15%

-

-2

+2

No



78%

-

+4

+1

Prefer not to say



7%

-

-2

-3

YOUR DEVELOPMENT

RESPONSE SCALE

%

VARIANCE FROM PREVIOUS SURVEY

VARIANCE FROM PARENT

VARIANCE FROM COLLEGE OVERALL

Q12. Have you had a PRDP in the last 12 months?

Yes



84%

+8 ↑

+4

+10 ↑

No



16%

+5 ↑

+5 ↑

0

Not been here long enough

0%

-13 ↓

-9 ↓

-11 ↓

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

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?

REWARD AND RECOGNITION

RESPONSE SCALE

%

VARIANCE FROM PREVIOUS SURVEY

VARIANCE FROM PARENT

VARIANCE FROM COLLEGE OVERALL

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

Yes



38%

-

-8 ↓

-25 ↓

No



55%

-

+15 ↑

+32 ↑

Prefer not to say



7%

-

-7 ↓

-7 ↓

Q20b. Are you satisfied with the following benefits provided by the College? Family Friendly e.g. childcare vouchers, leave, workshops for parents

Yes



70%

-

+18 ↑

+14 ↑

No



16%

-

0

+3

Prefer not to say



14%

-

-17 ↓

-17 ↓

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

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?

REWARD AND RECOGNITION

RESPONSE SCALE

%

VARIANCE FROM PREVIOUS SURVEY

VARIANCE FROM PARENT

VARIANCE FROM COLLEGE OVERALL

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

Yes	<div></div>	46%	-	-4	-14 ↓
No	<div></div>	34%	-	+7 ↑	+14 ↑
Prefer not to say	<div></div>	20%	-	-3	-1

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

Yes	<div></div>	43%	-	-2	-3
No	<div></div>	22%	-	+8 ↑	+12 ↑
Prefer not to say	<div></div>	35%	-	-6 ↓	-9 ↓

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

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?

REWARD AND RECOGNITION

RESPONSE SCALE

%

VARIANCE FROM PREVIOUS SURVEY

VARIANCE FROM PARENT

VARIANCE FROM COLLEGE OVERALL

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

Yes	<div></div>	46%	-	-2	-10 ↓
No	<div></div>	21%	-	+10 ↑	+13 ↑
Prefer not to say	<div></div>	32%	-	-9 ↓	-4

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

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?

HEALTH AND WELLBEING

RESPONSE SCALE

%

VARIANCE FROM PREVIOUS SURVEY

VARIANCE FROM PARENT

VARIANCE FROM COLLEGE OVERALL

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

Yes		53%	-	-13 ↓	-9 ↓
No		40%	-	+13 ↑	+8 ↑
Prefer not to say		7%	-	0	+1

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

Very frequently		10%	+4	-6 ↓	-4
Frequently		19%	+11 ↑	-8 ↓	-6 ↓
Occasionally		42%	0	+4	+4
Rarely		23%	-2	+8 ↑	+8 ↑
Never		6%	-13 ↓	+1	-3

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

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?

HEALTH AND WELLBEING

RESPONSE SCALE

%

VARIANCE FROM PREVIOUS SURVEY

VARIANCE FROM PARENT

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		8%	+5	+2	0
Frequently		4%	+4	+2	+1
Occasionally		4%	-2	-1	+1
Rarely		4%	+1	-2	0
Never		80%	-9	-1	0

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

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?

HEALTH AND WELLBEING

RESPONSE SCALE

%

VARIANCE FROM PREVIOUS SURVEY

VARIANCE FROM PARENT

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	<div></div>	4%	+4	+1	+1
Frequently	<div></div>	12%	+9	+8	+8
Occasionally	<div></div>	8%	-1	-2	0
Rarely	<div></div>	4%	+1	-5	-2
Never	<div></div>	73%	-13	-2	-7

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

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?

HEALTH AND WELLBEING

RESPONSE SCALE

%

VARIANCE FROM PREVIOUS SURVEY

VARIANCE FROM PARENT

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		4%	+1	+3	+2
Frequently		4%	+4	+2	+1
Occasionally		0%	-3	-4	-3
Rarely		8%	+8	+4	+5
Never		84%	-10	-5	-6

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

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?

HEALTH AND WELLBEING

RESPONSE SCALE

%

VARIANCE FROM PREVIOUS SURVEY

VARIANCE FROM PARENT

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	0	-1
Frequently		0%	0	-1	-1
Occasionally		0%	0	-2	-1
Rarely	<div></div>	4%	+1	+1	+2
Never	<div></div>	96%	-1	+2	+2

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

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?

HEALTH AND WELLBEING

RESPONSE SCALE

%

VARIANCE FROM PREVIOUS SURVEY

VARIANCE FROM PARENT

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		30%	+16 ↑	-2	+1
Frequently		33%	+22 ↑	+1	+2
Occasionally		23%	-10 ↓	+3	-1
Rarely		0%	-14 ↓	-4	-4
Never		13%	-14 ↓	+1	+2

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

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?

HEALTH AND WELLBEING

RESPONSE SCALE

%

VARIANCE FROM PREVIOUS SURVEY

VARIANCE FROM PARENT

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	0	-1
Frequently		0%	0	-1	-1
Occasionally		0%	-3	-3	-3
Rarely	<div></div>	8%	+2	+2	+5
Never	<div></div>	92%	+1	+2	+1

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

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?

EQUALITY, DIVERSITY AND INCLUSION

RESPONSE SCALE

%

VARIANCE FROM PREVIOUS SURVEY

VARIANCE FROM PARENT

VARIANCE FROM COLLEGE OVERALL

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

Yes		16%	+2	+1	+4
No		81%	+3	+2	0
Prefer not to say		4%	-5 ↓	-3	-4

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

Yes		0%	-	-1	-1
No		98%	-	+1	+1
Prefer not to say		2%	-	0	0

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

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?

EQUALITY, DIVERSITY AND INCLUSION

RESPONSE SCALE

%

VARIANCE FROM PREVIOUS SURVEY

VARIANCE FROM PARENT

VARIANCE FROM COLLEGE OVERALL

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

A colleague		45%	-15 ↓	+10 ↑	+12 ↑
Your line manager		27%	-13 ↓	+12 ↑	+9 ↑
Another manager in the department		18%	-22 ↓	0	-1
Someone you manage		0%	0	-5 ↓	-4
Someone who works in another department		0%	0	-6 ↓	-9 ↓
A student		0%	0	-8 ↓	-5 ↓
Someone else		9%	+9 ↑	+2	+5 ↑
Prefer not to say		0%	-20 ↓	-5 ↓	-7 ↓

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.

30%

of employees replied favourably to:

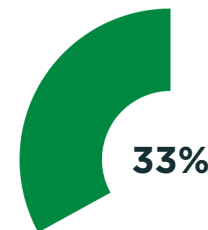
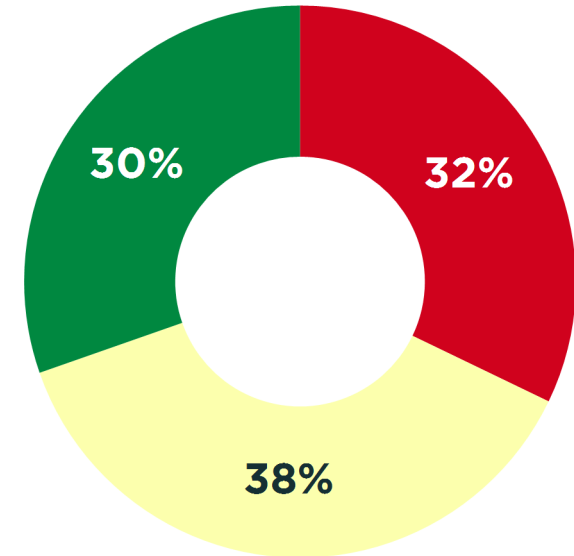
'I believe action will be taken on the results of the survey'

VARIANCE FROM PREVIOUS SURVEY

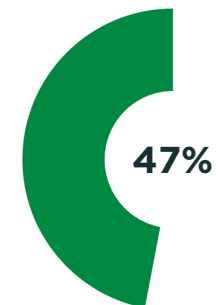
-3

VARIANCE FROM PARENT

-17↓



PREVIOUS SURVEY



PARENT

■ % positive

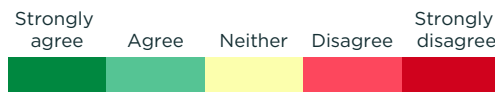
■ % neutral

■ % 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.



$$\begin{array}{c}
 \begin{array}{|c|c|c|} \hline \text{Strongly agree} & \text{Agree} & \text{Neither} \\ \hline \end{array} \\
 \text{POSITIVE RESPONSE} \\
 \div \\
 \text{number of respondents who answered the question} \\
 = \\
 \text{\% POSITIVE}
 \end{array}$$

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	151 + 166 = 317					
% POSITIVE	317 ÷ 613 = 52%					

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.

COMPARISONS TO PARENT

WITHIN THIS REPORT A COMPARISON AGAINST PARENT REFERS TO FACULTY OF ENGINEERING