

RESPONSE
RATE:

66%
59
of 90



YOUR
EMPLOYEE
ENGAGEMENT
SCORE:



68 %

VARIANCE from PREVIOUS SURVEY:

⬇️ -5

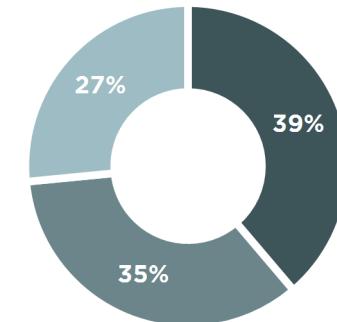
VARIANCE from PARENT:

⬇️ -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.

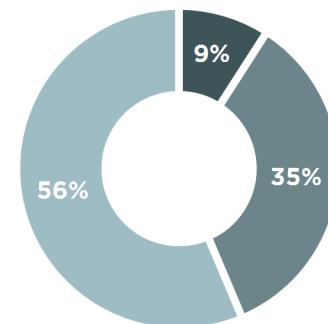
VARIANCE
FROM PREVIOUS
SURVEY

- 19 questions above
- 17 questions in line
- 13 questions below



VARIANCE
FROM PARENT

- 5 questions above
- 19 questions in line
- 31 questions below



**TOP 3
MOST IMPROVED QUESTIONS:**

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

VARIANCE
FROM PREVIOUS
SURVEY

+38
+28
+21



**TOP 3
HIGHEST SCORING QUESTIONS:**

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

% POSITIVE

93%
92%
92%



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.

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

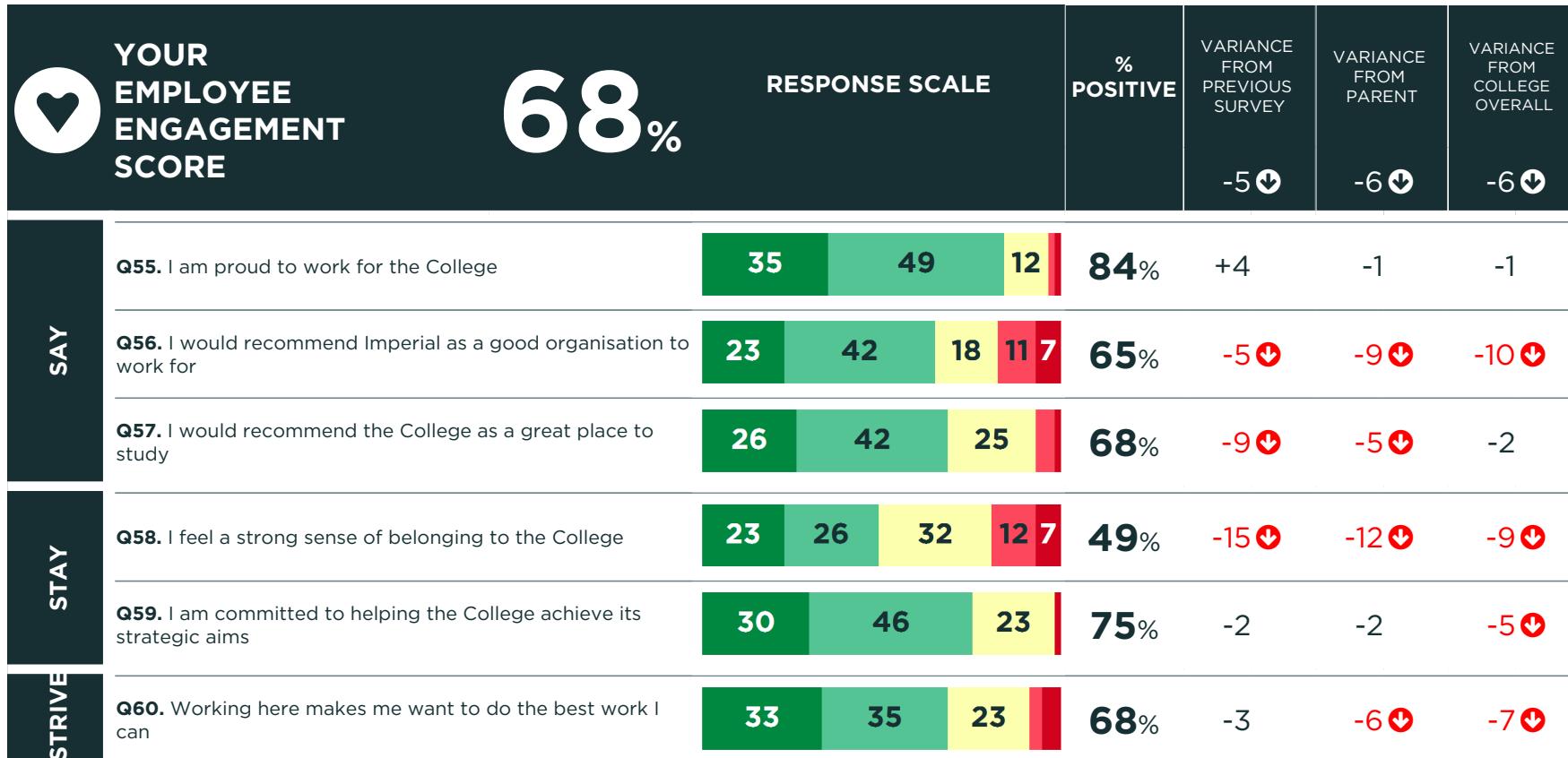


HOW ENGAGED IS YOUR TEAM?

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.



KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree

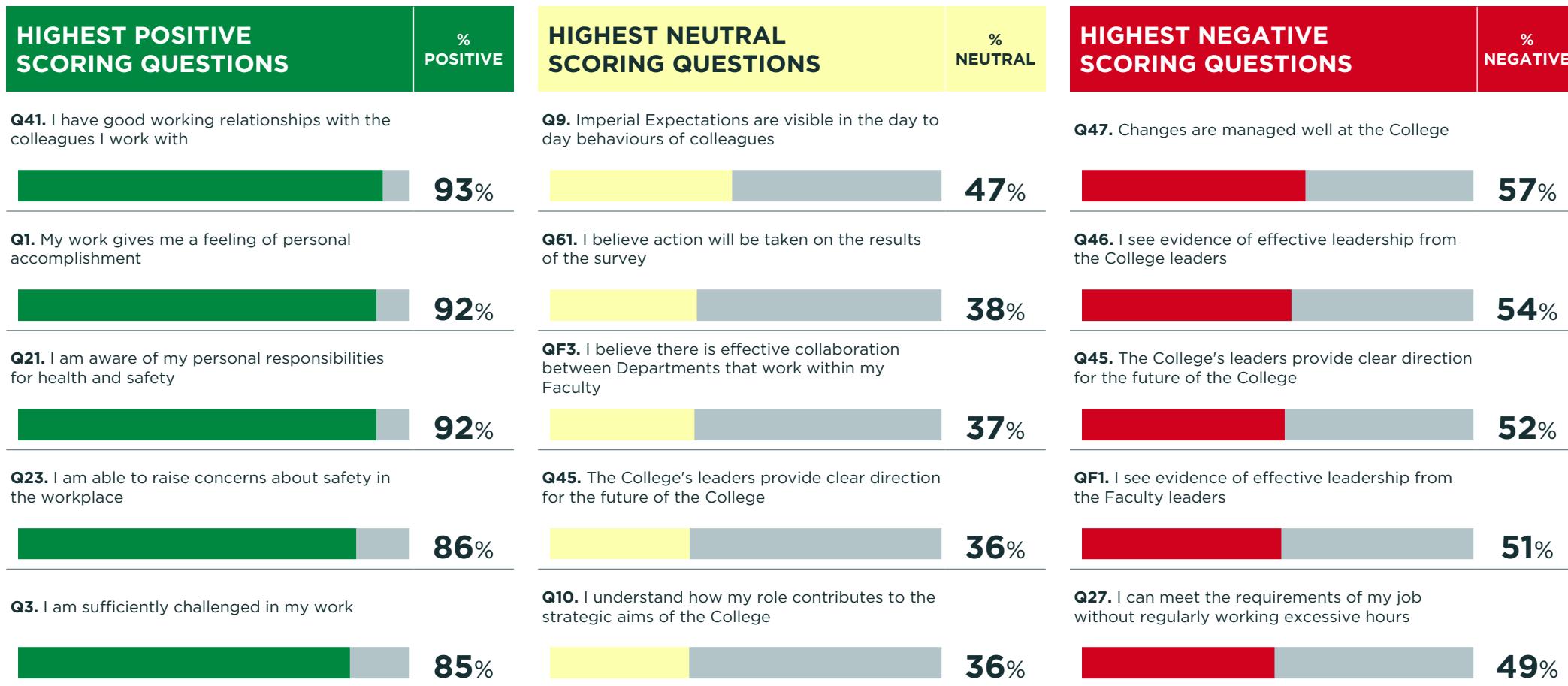
Agree

Neither

Disagree

Strongly disagree

HEADLINE SCORES



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.

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 oneZones, gather their thoughts and solutions before deciding actions to take.

02.

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.

06.

Is there room for improvement?

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	80%	+2	-2	-4
Q3. I am sufficiently challenged in my work	49	36	85%	+2	+1	+5
Q4. I have access to all the information I need to do my job well	22	41	63%	+3	-1	0
Q5. I have enough resources to complete my work effectively	17	37	54%	+12	0	-1
Q6. I am given realistic deadlines to complete my work effectively	14	34	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	85%	+5	-7	-6
Q8. I know whom I can talk to about anything that concerns me about my work	31	42	73%	+1	-2	-6
Q9. Imperial Expectations are visible in the day to day behaviours of colleagues	14	21	34%	-	-10	-13
Q10. I understand how my role contributes to the strategic aims of the College	20	29	49%	-7	-13	-19

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



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	KEY DRIVER QUESTIONS	AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR	Strongly agree	Agree	Neither Disagree	Strongly Disagree
	R					

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

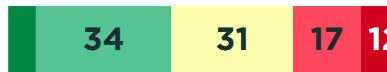
%
POSITIVE

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

K KEY DRIVER QUESTIONS

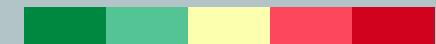
KEY

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	1	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	1	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

K KEY DRIVER QUESTIONS

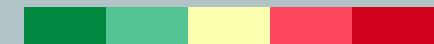
KEY

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

K KEY DRIVER QUESTIONS

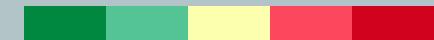
KEY

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	1 1	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	KEY DRIVER QUESTIONS	AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR	Strongly agree	Agree	Neither	Disagree	Strongly disagree
	R						

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

<p>Q36. I have a clear understanding of the purpose and objectives of my Department/Division</p>		71%	+18	+1	-2
<p>Q37. I feel sufficiently involved in decisions which directly impact my role</p>		44%	+16	-7	-6
<p>Q38. I am kept informed about changes within my Department/Division</p>		59%	+4	-6	-1
<p>Q39. I understand how my Department/Division is contributing to the strategic aims of the College</p>		49%	+5	-8	-13
<p>Q40. My colleagues work together to achieve the goals of our Department/Division</p>		67%	+28	+4	-1
<p>Q41. I have good working relationships with the colleagues I work with</p>		93%	+7	+3	+2
<p>Q42. There is effective two way communication in my Department/Division</p>		64%	-	+5	+6
<p>Q43. I believe there is effective collaboration between teams that work within my Department/Division</p>		59%	+11	+7	+5

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

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	VARIANCE	VARIANCE	VARIANCE	
				FROM PREVIOUS SURVEY				
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	KEY DRIVER QUESTIONS	AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR	Strongly agree	Agree	Neither Disagree	Strongly Disagree
	R REVERSE SCORE QUESTION					

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 ⬇

K KEY DRIVER QUESTIONS

AT LEAST 5 PERCENTAGE POINTS
GREATER THAN COMPARATOR

Strongly
agree Agree Neither Disagree Strongly
disagree

KEY

R REVERSE SCORE QUESTION

AT LEAST 5 PERCENTAGE POINTS
LESS THAN COMPARATOR

Strongly
disagree Agree Neither Disagree Strongly
agree

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



19%

-14

-18

-24

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

AT LEAST 5 PERCENTAGE POINTS
GREATER THAN COMPARATOR

Strongly
agree

Agree

Neither
Agree
nor
Disagree

Disagree

Strongly
Disagree

R REVERSE SCORE QUESTION

AT LEAST 5 PERCENTAGE POINTS
LESS THAN COMPARATOR

Strongly
Agree

Agree

Neither
Agree
nor
Disagree

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	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	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
--	----	----	----	----	-----	----	-----	-----

K KEY DRIVER QUESTIONS

AT LEAST 5 PERCENTAGE POINTS
GREATER THAN COMPARATOR

Strongly
agree Agree Neither Disagree Strongly
disagree

KEY

R REVERSE SCORE QUESTION

AT LEAST 5 PERCENTAGE POINTS
LESS THAN COMPARATOR

Strongly
disagree Agree Neither Disagree Strongly
agree

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



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



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



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



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 style="width: 46%; background-color: #1a237e; height: 20px;"></div>	46%	-	-2	-10
No	<div style="width: 21%; background-color: #1a237e; height: 20px;"></div>	21%	-	+10	+13
Prefer not to say	<div style="width: 32%; background-color: #1a237e; height: 20px;"></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

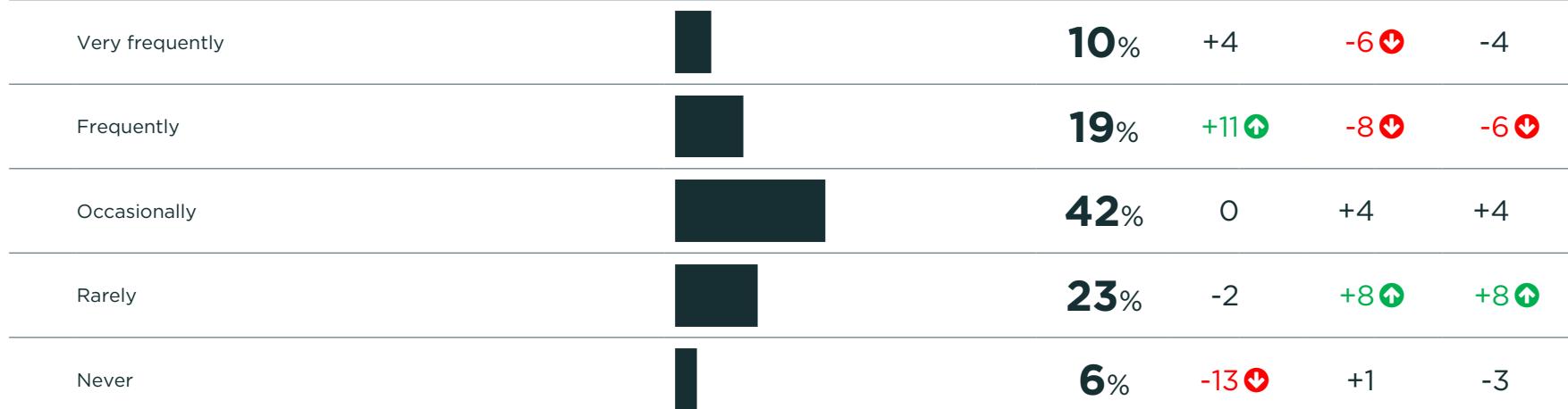
VARIANCE FROM PARENT

VARIANCE FROM COLLEGE OVERALL

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



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



KEY

AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

ALL QUESTIONS

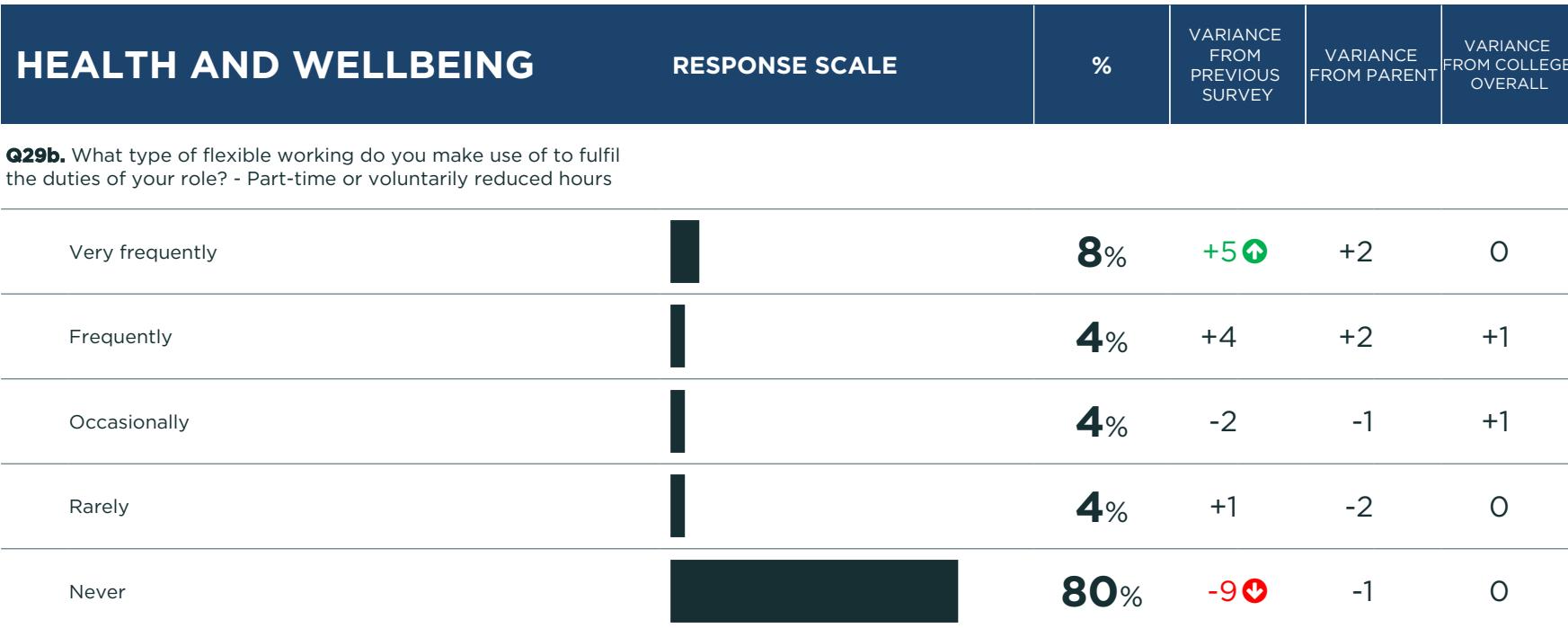


EXPLORE THE FULL RESULTS

- 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?



KEY

AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

ALL QUESTIONS

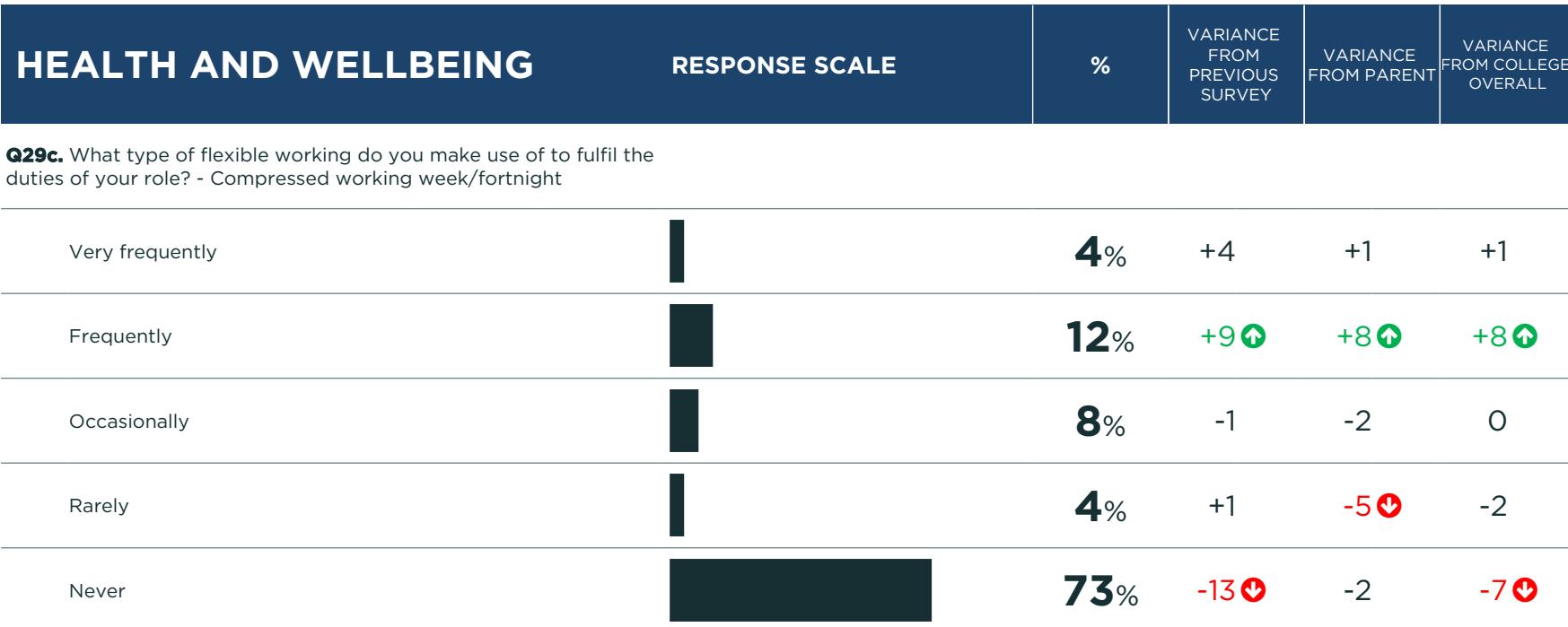


EXPLORE THE FULL RESULTS

- 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?



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		4%	+1	+1	+2
Never		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		8%	+2	+2	+5
Never		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?



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



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



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:

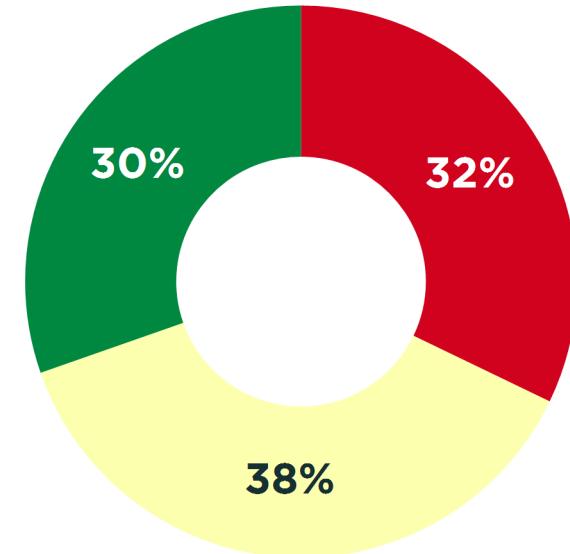
'I believe action will be taken on the results of the survey'

VARIANCE
FROM
PREVIOUS
SURVEY

-3

VARIANCE
FROM
PARENT

-17



PREVIOUS
SURVEY



PARENT

% positive

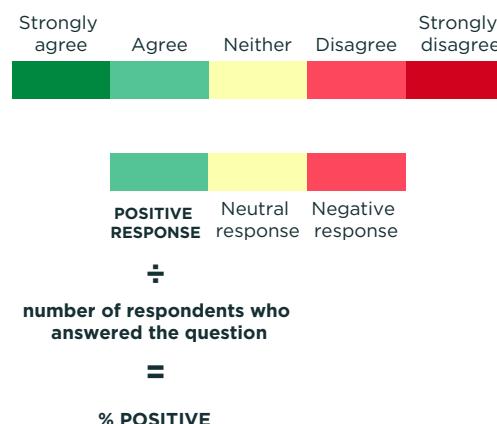
% neutral

% 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.



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	$317 \div 613 = 52\%$					

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