

## Staff Survey 2019



### INFORMATION

#### Background

- Previous College Staff Surveys in 2011, 2014 and 2017
- Re-appointed ORC International

#### Benefits

- A user-friendly, accessible and responsive online interface
- It's quick and easy to complete (15 -20 minutes)
- Benchmarks to previous survey data
- Benchmarks inside and outside of HE sector
- High level results available to survey team one week after survey closing
- Individual departmental highlight report
- Online analytical tools available to enable interrogation and splitting of data

#### Question set

- Linked to College Strategy, Athena SWAN, 2014, 2017 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
- 66 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

- 25 February – Survey goes 'live'
- 6 March – Reminder One
- 13 March – Reminder Two
- 15 March (midnight) - Survey closes
- 20 March – Final response rate confirmed
- 2 May – Results presented to President's Board and Provost's Board
- 8 May – Highlight Reports sent to managers
- June – Staff Survey Roadshows
- July – Initial response to staff published
- July & August – Action Planning (College & Departmental)
- September – College wide Action Plan published
- February 2020 – 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

**Staff Survey 2019**  
25 February – 15 March