



# STAFF OPINION SURVEY 2017

## Faculty of Arts & Humanities

RESPONSE RATE:

45%

RESPONSES:

173  
of 382



### YOUR EMPLOYEE ENGAGEMENT SCORE:



75%

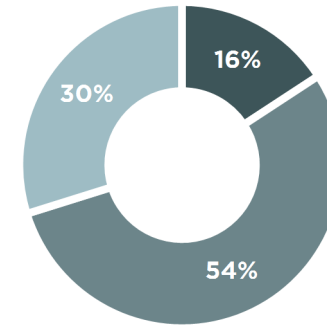
### VARIANCE from ORGANISATION OVERALL:

+4

**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 ORGANISATION OVERALL

- 9 questions above
- 31 questions in line
- 17 questions below



## 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

#### HIGHEST SCORING QUESTIONS AGAINST ORGANISATION OVERALL:

VARIANCE FROM ORGANISATION OVERALL:

<b>Q21.</b> I am concerned about the impact Brexit will have on my future employment at UCL	+14
<b>Q62.</b> I feel a strong sense of belonging to my department/division/ research group	+12
<b>Q15.</b> My manager/academic leader demonstrates the necessary management skills to undertake their role effectively	+12



### TOP 3

#### HIGHEST SCORING QUESTIONS:

% POSITIVE

<b>Q2.</b> I understand how my work contributes to the objectives of my department/division	88%
<b>Q33.</b> As long as I get the job done, I have the freedom to work in a way that suits me	87%
<b>Q1.</b> My work gives me a sense of personal accomplishment	87%

# 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 ORGANISATION OVERALL

		% POSITIVE	VARIANCE FROM ORGANISATION OVERALL
<b>.1</b>	<b>Q58.</b> I feel that my work/professional goals and objectives are aligned to those of UCL	<b>61%</b>	<b>0</b>
<b>.2</b>	<b>Q1.</b> My work gives me a sense of personal accomplishment	<b>87%</b>	<b>+3</b>
<b>.3</b>	<b>Q52.</b> I understand the values of UCL	<b>69%</b>	<b>-2</b>
<b>.4</b>	<b>Q28.</b> I am encouraged to show initiative and be proactive at UCL	<b>65%</b>	<b>-3</b>
<b>.5</b>	<b>Q40.</b> I am treated with fairness and respect at UCL	<b>76%</b>	<b>+1</b>
<b>.6</b>	<b>Q20.</b> I am optimistic about the future of UCL	<b>41%</b>	<b>-15</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.



		20	47	23		%	Variance
SAY	Q60. I would recommend UCL as a good place to work	20	47	23		67%	-5 ↓
	Q61. I am proud to work for UCL	33	48	13		81%	+2
STAY	Q62. I feel a strong sense of belonging to my department/ division/ research group	38	44	9		82%	+12 ↑
	Q63. I feel a strong sense of belonging to UCL	20	40	21	15	60%	+1
STRIVE	Q64. I suggest ideas to improve our ways of doing things	24	62	11		86%	+11 ↑
	Q65. Working here makes me want to do the best I can	26	49	19		75%	+4



# HEADLINE SCORES

HIGHEST POSITIVE SCORING QUESTIONS	% POSITIVE	HIGHEST NEUTRAL SCORING QUESTIONS	% NEUTRAL	HIGHEST NEGATIVE SCORING QUESTIONS	% NEGATIVE
<b>Q2.</b> I understand how my work contributes to the objectives of my department/division	88%	<b>Q15b.</b> My specific needs were met prior to, during and on return from leave	64%	<b>Q37.</b> I can meet the requirements of my job without regularly working excessive hours	55%
<b>Q33.</b> As long as I get the job done, I have the freedom to work in a way that suits me	87%	<b>Q59.</b> UCL acts in an environmentally sustainable way	53%	<b>Q34.</b> I feel the level of stress in my job has a negative impact on my wellbeing	49%
<b>Q1.</b> My work gives me a sense of personal accomplishment	87%	<b>Q56.</b> I believe that UCL gives sufficient priority to Knowledge Exchange and Enterprise	53%	<b>Q49.</b> Reasons behind change are clearly communicated to staff	46%
<b>Q64.</b> I suggest ideas to improve our ways of doing things	86%	<b>Q22.</b> I feel UCL has provided adequate support to staff in response to Brexit	50%	<b>Q57.</b> I believe that UCL gives sufficient priority to Infrastructure and systems (i.e. enabling activity through Estates, ISD, student services, etc.)	45%
<b>Q4.</b> The people I work with co-operate to get the work done	84%	<b>Q66.</b> I believe that action will be taken on this survey	47%	<b>Q18.</b> I have a clear understanding of the 2034 strategy and its impact on my Department/Division	44%



## 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)**

# 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?

MY JOB		69%					RESPONSE SCALE	% POSITIVE	VARIANCE FROM ORGANISATION OVERALL
K	Q1. My work gives me a sense of personal accomplishment	43	43	9			87%	+3	
	Q2. I understand how my work contributes to the objectives of my department/division	46	42				88%	+2	
	Q3. I understand how my work contributes to the success of UCL	36	48	10			84%	+2	
	Q4. The people I work with co-operate to get the work done	36	48	9			84%	+5 ↑	
	Q5. There is good co-operation between the teams I work with	28	49	12	8		78%	+7 ↑	
	Q6. I have the opportunity to contribute my views before changes are made which affect my job	14	33	22	20	11	47%	-3	
	Q7. Where I work I have the resources and equipment I need to work effectively	11	36	21	22	9	47%	-9 ↓	
	Q8. I am satisfied with my physical working environment	10	35	19	24	12	45%	-8 ↓	
	Q9. I am satisfied with my job security	19	44	18	13		62%	+4	

**KEY**

**K** 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

# 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?

### HOW YOU ARE MANAGED

#### RESPONSE SCALE

RESPONSE COUNT

%

VARIANCE FROM ORGANISATION OVERALL

**Q10.** Which of the following best describes your line manager/academic leader?

**172**

Very Supportive		<b>103</b>	<b>60%</b>	<b>+8</b>
Fairly Supportive		<b>53</b>	<b>31%</b>	<b>+1</b>
Neither Supportive nor Unsupportive		<b>8</b>	<b>5%</b>	<b>-5</b>
Fairly Unsupportive		<b>4</b>	<b>2%</b>	<b>-3</b>
Very Unsupportive		<b>4</b>	<b>2%</b>	<b>0</b>

#### 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 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?

HOW YOU ARE MANAGED	63%				RESPONSE SCALE	% POSITIVE	VARIANCE FROM ORGANISATION OVERALL
<b>Q11.</b> Where there is poor performance, I believe it is appropriately dealt with where I work	8	28	37	22		37%	-2
<b>Q13.</b> My last appraisal helped identify opportunities for personal development	14	43	32	7		57%	0
<b>Q14.</b> I receive constructive feedback on my performance between appraisals	17	34	27	14	8	51%	-2
<b>Q15.</b> My manager/academic leader demonstrates the necessary management skills to undertake their role effectively	37	43	12			80%	+12 ↑

### KEY

**K** KEY DRIVER QUESTIONS

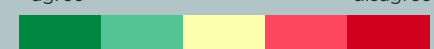


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree   Agree   Neither   Disagree   Strongly disagree



# 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?

### HOW YOU ARE MANAGED

#### RESPONSE SCALE

RESPONSE COUNT

%

VARIANCE FROM ORGANISATION OVERALL

**Q12.** I have had an appraisal..

**173**

In the last 12 months		<b>115</b>	<b>66%</b>	+1
In the last 24 months		<b>35</b>	<b>20%</b>	+6
Longer than 24 months ago		<b>4</b>	<b>2%</b>	-3
I have worked at UCL longer than a year but have not had an appraisal		<b>9</b>	<b>5%</b>	0
I started less than 12 months ago		<b>10</b>	<b>6%</b>	-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 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?

### LEADERSHIP AND CHANGE

# 42%

RESPONSE SCALE

% POSITIVE

VARIANCE FROM ORGANISATION OVERALL

	<b>Q16.</b> Heads of Department/Division or above are sufficiently visible in UCL	22	45	24		<b>67%</b>	+10 ↑
	<b>Q17.</b> Heads of Department/Division or above provide effective leadership	10	46	34		<b>56%</b>	+9 ↑
	<b>Q18.</b> I have a clear understanding of the 2034 strategy and its impact on my Department/Division	18	35	30	14	<b>20%</b>	-4
	<b>Q19.</b> When changes are made they are usually for the better	14	41	31	13	<b>16%</b>	-9 ↓
<b>K</b>	<b>Q20.</b> I am optimistic about the future of UCL	36	34	17		<b>41%</b>	-15 ↓
	<b>Q21.</b> I am concerned about the impact Brexit will have on my future employment at UCL	36	25	26	9	<b>61%</b>	+14 ↑
	<b>Q22.</b> I feel UCL has provided adequate support to staff in response to Brexit	28	50	10	8	<b>32%</b>	-4

#### KEY

**K** 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



# 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

# 54%

RESPONSE SCALE

% POSITIVE

VARIANCE FROM ORGANISATION OVERALL

<b>Q23.</b> Considering my duties and responsibilities, I feel my pay is fair	39	15	27	13	45%	-1
<b>Q24.</b> I feel my pay is fair in comparison to people working in similar roles in other organisations	33	24	25	12	39%	-2
<b>Q25.</b> I am aware of UCL's range of benefits for its staff (eg Pension, childcare vouchers, employee assistance scheme)	15	63	18		78%	+1
<b>Q26.</b> I am satisfied with the recognition I receive for doing a good job	9	44	21	19	53%	+2

#### KEY

**K** KEY DRIVER QUESTIONS

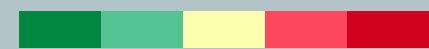


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



# 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?

### CAREER DEVELOPMENT

55%

RESPONSE SCALE

% POSITIVE

VARIANCE FROM ORGANISATION OVERALL

	<b>Q27.</b> There are sufficient opportunities for training and development to improve my skills and grow at UCL	12	48	27	8	59%	-3
<b>K</b>	<b>Q28.</b> I am encouraged to show initiative and be proactive at UCL	18	47	24	8	65%	-3
	<b>Q29.</b> The grading review process at UCL is applied fairly	15	68	13		18%	-4
	<b>Q30.</b> I think 's promotions criteria are clear	12	45	22	15	57%	+9 ↑
	<b>Q31.</b> I think UCL's promotions process is fair	7	37	39	12	44%	+8 ↑

#### KEY

**K** KEY DRIVER QUESTIONS

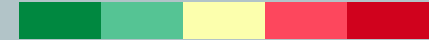


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



# 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?

MANAGING YOUR WORKLOAD	42%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM ORGANISATION OVERALL
<b>Q32.</b> I am given realistic deadlines to work to			55%	-6 ↓
<b>Q33.</b> As long as I get the job done, I have the freedom to work in a way that suits me			87%	+3
<b>Q34.</b> I feel the level of stress in my job has a negative impact on my wellbeing (negatively phrased question)			30%	0
<b>Q35.</b> I am aware of how to access support from UCL if I experience stress			40%	-8 ↓
<b>Q36.</b> UCL does a good job of promoting the importance of health and wellbeing			27%	-11 ↓
<b>Q37.</b> I can meet the requirements of my job without regularly working excessive hours			28%	-12 ↓
<b>Q38.</b> I am comfortable talking openly with my manager about my mental wellbeing			44%	-3
<b>Q39.</b> I am provided with workplace adjustments that I need to support my health condition			21%	-5 ↓

**KEY**

**K** KEY DRIVER QUESTIONS

AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR  
 AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree   Agree   Neither 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?

### EQUAL OPPORTUNITIES

# 73%

RESPONSE SCALE

% POSITIVE

VARIANCE FROM ORGANISATION OVERALL

QUESTION	STRONGLY AGREE	AGREE	NEITHER	DISAGREE	STRONGLY DISAGREE	% POSITIVE	VARIANCE FROM ORGANISATION OVERALL
<b>K Q40.</b> I am treated with fairness and respect at UCL	21	56	16	5	0	76%	+1
<b>Q41.</b> I think UCL respects individual differences (e.g. cultures, working styles, backgrounds, ideas)	25	46	20	8	0	71%	-9 ↓
<b>Q42.</b> I would feel able to report bullying and harassment without worrying that it would have a negative impact on me	19	41	25	12	3	60%	0

#### KEY

**K** 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



# 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?

EQUAL OPPORTUNITIES		RESPONSE SCALE	RESPONSE COUNT	%	VARIANCE FROM ORGANISATION OVERALL
<b>Q43.</b> I have been subject to behaviour that I consider to be bullying/harassment in the last two years at UCL			<b>173</b>		
Yes			<b>31</b>	<b>18%</b>	+2
No			<b>142</b>	<b>82%</b>	-2
<b>Q44.</b> I have witnessed behaviour towards others that I consider to be bullying/harassment in the last two years at UCL			<b>172</b>		
Yes			<b>42</b>	<b>24%</b>	-1
No			<b>130</b>	<b>76%</b>	+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?

### EQUAL OPPORTUNITIES

### RESPONSE SCALE

### RESPONSE COUNT

### %

### VARIANCE FROM ORGANISATION OVERALL

**Q45.** I believe this is due to:

**80**

Age		<b>2</b>	<b>3%</b>	<b>-6</b>
Caring responsibilities		<b>3</b>	<b>4%</b>	<b>-1</b>
Disability		<b>4</b>	<b>5%</b>	<b>+3</b>
Race		<b>4</b>	<b>5%</b>	<b>-2</b>
Religion/beliefs		<b>2</b>	<b>3%</b>	<b>0</b>
Sex or gender identity		<b>10</b>	<b>13%</b>	<b>0</b>
Trade union membership		<b>2</b>	<b>3%</b>	<b>+1</b>
Working pattern		<b>8</b>	<b>10%</b>	<b>0</b>
Personality differences not related to the above		<b>26</b>	<b>33%</b>	<b>0</b>
Other		<b>19</b>	<b>24%</b>	<b>+6</b>

### 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?

EQUAL OPPORTUNITIES	RESPONSE SCALE	RESPONSE COUNT	%	VARIANCE FROM ORGANISATION OVERALL
<b>Q47.</b> Did you report this bullying/harassment?		<b>50</b>		
Yes		<b>15</b>	<b>30%</b>	+1
No		<b>35</b>	<b>70%</b>	-1
<b>Q48.</b> Why was this?		<b>60</b>		
Concerns about confidentiality		<b>10</b>	<b>17%</b>	+1
Concerns about being labelled a troublemaker		<b>7</b>	<b>12%</b>	-5 ↓
Fear of repercussions on career		<b>8</b>	<b>13%</b>	-5 ↓
Nothing would happen		<b>15</b>	<b>25%</b>	+2
Resolved the situation informally		<b>7</b>	<b>12%</b>	+5 ↑
Time required to report		<b>1</b>	<b>2%</b>	0
Unaware of procedures		<b>2</b>	<b>3%</b>	-2
Other		<b>10</b>	<b>17%</b>	+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 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

42%

RESPONSE SCALE

% POSITIVE

VARIANCE FROM ORGANISATION OVERALL

Question	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Variance
<b>Q49.</b> Reasons behind change are clearly communicated to staff	18	34	33	13		21%	-11 ↓
<b>Q50.</b> I would be comfortable to speak up and question the way things are done at UCL	49	27	16			53%	+5 ↑
<b>Q51.</b> Relations between professional services and academic/research staff are generally good	8	43	29	13		51%	-4

#### KEY

**K** KEY DRIVER QUESTIONS

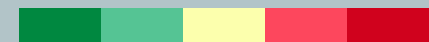


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



# 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?

VISION AND VALUES		51%				% POSITIVE	VARIANCE FROM ORGANISATION OVERALL	
		RESPONSE SCALE						
K	Q52. I understand the values of UCL	15	54	23		69%	-2	
	Q53. I am clear about the goals and objectives for my department/division	19	51	20		70%	+2	
	Q54. I believe that UCL gives sufficient priority to research	17	47	18	12	63%	-6 ↓	
	Q55. I believe that UCL gives sufficient priority to teaching	10	47	19	18	57%	+2	
	Q56. I believe that UCL gives sufficient priority to Knowledge Exchange and Enterprise		37	53		44%	+4	
	Q57. I believe that UCL gives sufficient priority to Infrastructure and systems (i.e. enabling activity through Estates, ISD, student services, etc.)	16		37	24	21	18%	-10 ↓
K	Q58. I feel that my work/professional goals and objectives are aligned to those of UCL	10	51	24	12	61%	0	
	Q59. UCL acts in an environmentally sustainable way	26		53	11	8	28%	-13 ↓

**KEY**

**K** 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

# 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?

### OVERALL PERCEPTIONS

75%

RESPONSE SCALE

% POSITIVE

VARIANCE FROM ORGANISATION OVERALL

Q60. I would recommend UCL as a good place to work	20	47	23		67%	-5 ↓
Q61. I am proud to work for UCL	33	48	13		81%	+2
Q62. I feel a strong sense of belonging to my department/ division/ research group	38	44	9		82%	+12 ↑
Q63. I feel a strong sense of belonging to UCL	20	40	21	15	60%	+1
Q64. I suggest ideas to improve our ways of doing things	24	62	11		86%	+11 ↑
Q65. Working here makes me want to do the best I can	26	49	19		75%	+4

### NEXT STEPS

34%

RESPONSE SCALE

% POSITIVE

VARIANCE FROM ORGANISATION OVERALL

Q66. I believe that action will be taken on this survey	30	47	13		34%	-9 ↓
---	----	----	----	--	-----	------

#### KEY

K KEY DRIVER QUESTIONS

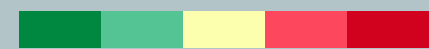


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



# 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?

### OTHER

# 46%

RESPONSE SCALE

% POSITIVE

VARIANCE FROM ORGANISATION OVERALL

**Q14c.** My specific needs are met by UCL (for example an ability to work flexibly) so I can balance my external responsibilities and still fully engage with all aspects of working life at the University



71%

-7 ↓

**Q15b.** My specific needs were met prior to, during and on return from leave



26%

-9 ↓

**K** KEY DRIVER QUESTIONS

**KEY**



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree

