

STAFF OPINION SURVEY 2017

Faculty of Brain Sciences

RESPONSE RATE:

62%

RESPONSES:

970
of 1573



YOUR EMPLOYEE ENGAGEMENT SCORE:



72%

VARIANCE from PREVIOUS SURVEY:

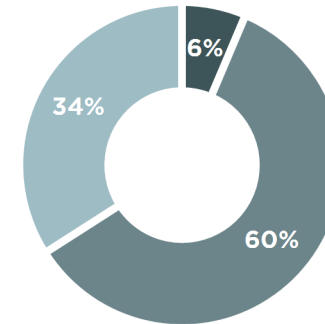
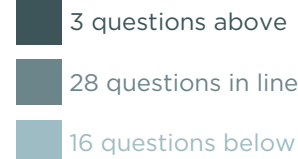
-4

VARIANCE from ORGANISATION OVERALL:

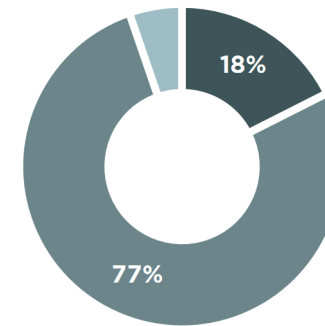
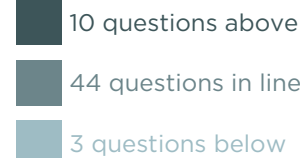
+1

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 ORGANISATION OVERALL



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

| | |
|---|-----|
| Q25. I am aware of UCL's range of benefits for its staff (eg Pension, childcare vouchers, employee assistance scheme) | +18 |
| Q13. My last appraisal helped identify opportunities for personal development | +8 |
| Q27. There are sufficient opportunities for training and development to improve my skills and grow at UCL | +7 |



TOP 3 HIGHEST SCORING QUESTIONS:

% POSITIVE

| | |
|---|-----|
| Q33. As long as I get the job done, I have the freedom to work in a way that suits me | 88% |
| Q2. I understand how my work contributes to the objectives of my department/division | 85% |
| Q1. My work gives me a sense of personal accomplishment | 85% |

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 ORGANISATION OVERALL

| | | % POSITIVE | VARIANCE FROM PREVIOUS SURVEY | VARIANCE FROM ORGANISATION OVERALL |
|-----------|---|------------|-------------------------------|------------------------------------|
| .1 | Q58. I feel that my work/professional goals and objectives are aligned to those of UCL | 65% | -4 | +3 |
| .2 | Q1. My work gives me a sense of personal accomplishment | 85% | -2 | +2 |
| .3 | Q52. I understand the values of UCL | 68% | -3 | -3 |
| .4 | Q28. I am encouraged to show initiative and be proactive at UCL | 70% | 0 | +3 |
| .5 | Q40. I am treated with fairness and respect at UCL | 80% | -1 | +4 |
| .6 | Q20. I am optimistic about the future of UCL | 61% | -11 | +4 |

EMPLOYEE ENGAGEMENT

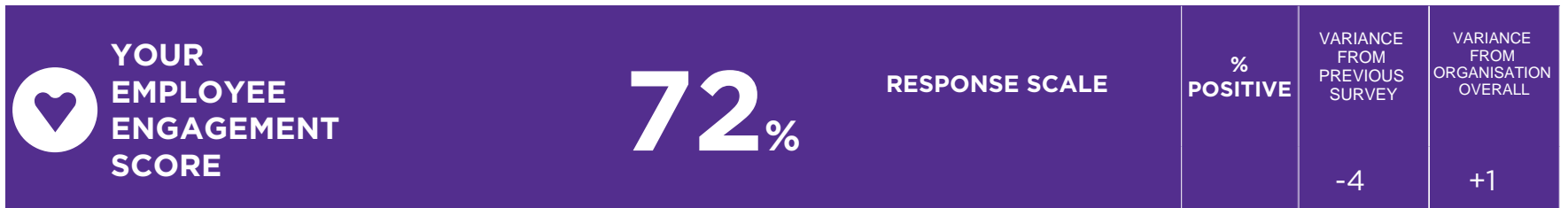


HOW ENGAGED IS YOUR TEAM?

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.



| | SAY | STAY | STRIVE | | | | |
|--|--|------|--------|----|-----|------|-----|
| | Q60. I would recommend UCL as a good place to work | 24 | 53 | 17 | 77% | -7↓ | +5↑ |
| | Q61. I am proud to work for UCL | 35 | 47 | 15 | 82% | -4 | +3 |
| | Q62. I feel a strong sense of belonging to my department/ division/ research group | 31 | 41 | 16 | 72% | +1 | +2 |
| | Q63. I feel a strong sense of belonging to UCL | 18 | 41 | 26 | 59% | -11↓ | +1 |
| | Q64. I suggest ideas to improve our ways of doing things | 15 | 52 | 23 | 67% | 0 | -7↓ |
| | Q65. Working here makes me want to do the best I can | 24 | 49 | 21 | 73% | -3 | +3 |



HEADLINE SCORES

| HIGHEST POSITIVE SCORING QUESTIONS | % POSITIVE | HIGHEST NEUTRAL SCORING QUESTIONS | % NEUTRAL | HIGHEST NEGATIVE SCORING QUESTIONS | % NEGATIVE |
|---|---|---|---|--|--|
| Q33. As long as I get the job done, I have the freedom to work in a way that suits me |  88% | Q15b. My specific needs were met prior to, during and on return from leave |  60% | Q18. I have a clear understanding of the 2034 strategy and its impact on my Department/Division |  59% |
| Q2. I understand how my work contributes to the objectives of my department/division |  85% | Q56. I believe that UCL gives sufficient priority to Knowledge Exchange and Enterprise |  54% | Q37. I can meet the requirements of my job without regularly working excessive hours |  43% |
| Q1. My work gives me a sense of personal accomplishment |  85% | Q22. I feel UCL has provided adequate support to staff in response to Brexit |  51% | Q34. I feel the level of stress in my job has a negative impact on my wellbeing |  38% |
| Q4. The people I work with co-operate to get the work done |  83% | Q19. When changes are made they are usually for the better |  51% | Q23. Considering my duties and responsibilities, I feel my pay is fair |  33% |
| Q41. I think UCL respects individual differences (e.g. cultures, working styles, backgrounds, ideas) |  82% | Q36. UCL does a good job of promoting the importance of health and wellbeing |  41% | Q49. Reasons behind change are clearly communicated to staff |  33% |



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 | | 71% | | | RESPONSE SCALE | % POSITIVE | VARIANCE FROM PREVIOUS SURVEY | VARIANCE FROM ORGANISATION OVERALL |
|--------|---|-----|----|----|----------------|------------|-------------------------------|------------------------------------|
| K | Q1. My work gives me a sense of personal accomplishment | 38 | 47 | 10 | | 85% | -2 | +2 |
| | Q2. I understand how my work contributes to the objectives of my department/division | 34 | 51 | 9 | | 85% | -4 | -1 |
| | Q3. I understand how my work contributes to the success of UCL | 30 | 51 | 13 | | 81% | -4 | -1 |
| | Q4. The people I work with co-operate to get the work done | 34 | 48 | 12 | | 83% | -1 | +3 |
| | Q5. There is good co-operation between the teams I work with | 29 | 47 | 16 | | 75% | - | +5 ↑ |
| | Q6. I have the opportunity to contribute my views before changes are made which affect my job | 13 | 40 | 26 | 15 | 53% | -4 | +3 |
| | Q7. Where I work I have the resources and equipment I need to work effectively | 20 | 46 | 16 | 15 | 66% | +2 | +10 ↑ |
| | Q8. I am satisfied with my physical working environment | 16 | 41 | 18 | 17 | 58% | -6 ↓ | +5 ↑ |
| | Q9. I am satisfied with my job security | 14 | 38 | 17 | 15 | 52% | -5 ↓ | -6 ↓ |

| | | | | | | | |
|------------|--|--|----------------|-------|---------|----------|-------------------|
| KEY | K KEY DRIVER QUESTIONS | ↑ AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR | Strongly agree | Agree | Neither | Disagree | Strongly disagree |
| | T TEXT CHANGE SINCE PREVIOUS SURVEY | ↓ 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?

| HOW YOU ARE MANAGED | RESPONSE SCALE | RESPONSE COUNT | % | VARIANCE FROM PREVIOUS SURVEY | VARIANCE FROM ORGANISATION OVERALL |
|--|----------------|----------------|------------|-------------------------------|------------------------------------|
| Q10. Which of the following best describes your line manager/academic leader? | | 966 | | | |
| Very Supportive | | 508 | 53% | - | 0 |
| Fairly Supportive | | 299 | 31% | - | +1 |
| Neither Supportive nor Unsupportive | | 95 | 10% | - | 0 |
| Fairly Unsupportive | | 45 | 5% | - | -1 |
| Very Unsupportive | | 19 | 2% | - | 0 |

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

ALL QUESTIONS



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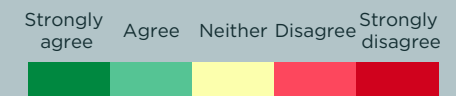
IS THERE ROOM FOR IMPROVEMENT?

| HOW YOU ARE MANAGED | | 62% | | | | RESPONSE SCALE | % POSITIVE | VARIANCE FROM PREVIOUS SURVEY | VARIANCE FROM ORGANISATION OVERALL |
|---------------------|--|-----|----|----|----|----------------|------------|-------------------------------|------------------------------------|
| T | Q11. Where there is poor performance, I believe it is appropriately dealt with where I work | 8 | 35 | 33 | 17 | | 44% | -8 ↓ | +5 ↑ |
| | Q13. My last appraisal helped identify opportunities for personal development | 14 | 42 | 30 | 10 | | 56% | +8 ↑ | 0 |
| | Q14. I receive constructive feedback on my performance between appraisals | 17 | 38 | 26 | 13 | | 55% | +3 | +1 |
| T | Q15. My manager/academic leader demonstrates the necessary management skills to undertake their role effectively | 32 | 38 | 18 | 7 | | 70% | -4 | +2 |

KEY

- K KEY DRIVER QUESTIONS
- T TEXT CHANGE SINCE PREVIOUS SURVEY

- ↑ AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR
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ALL QUESTIONS



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IS THERE ROOM FOR IMPROVEMENT?

| HOW YOU ARE MANAGED | RESPONSE SCALE | RESPONSE COUNT | % | VARIANCE FROM PREVIOUS SURVEY | VARIANCE FROM ORGANISATION OVERALL |
|---|----------------|----------------|------------|-------------------------------|------------------------------------|
| Q12. I have had an appraisal.. | | 966 | | | |
| In the last 12 months | | 682 | 71% | - | +5 |
| In the last 24 months | | 126 | 13% | - | -1 |
| Longer than 24 months ago | | 23 | 2% | - | -3 |
| I have worked at UCL longer than a year but have not had an appraisal | | 41 | 4% | - | -1 |
| I started less than 12 months ago | | 94 | 10% | - | 0 |

KEY



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IS THERE ROOM FOR IMPROVEMENT?

| LEADERSHIP AND CHANGE | | 41% | | | | RESPONSE SCALE | % POSITIVE | VARIANCE FROM PREVIOUS SURVEY | VARIANCE FROM ORGANISATION OVERALL |
|-----------------------|---|-----|----|----|----|----------------|------------|-------------------------------|------------------------------------|
| T | Q16. Heads of Department/Division or above are sufficiently visible in UCL | 13 | 44 | 24 | 15 | | 57% | -3 | 0 |
| T | Q17. Heads of Department/Division or above provide effective leadership | 13 | 36 | 36 | 11 | | 48% | -4 | +1 |
| | Q18. I have a clear understanding of the 2034 strategy and its impact on my Department/Division | 12 | 26 | 34 | 25 | | 15% | -4 | -10 ↓ |
| | Q19. When changes are made they are usually for the better | 21 | 51 | 18 | | | 24% | - | 0 |
| K | Q20. I am optimistic about the future of UCL | 14 | 46 | 25 | 10 | | 61% | -11 ↓ | +4 |
| | Q21. I am concerned about the impact Brexit will have on my future employment at UCL | 24 | 26 | 27 | 19 | | 50% | - | +3 |
| | Q22. I feel UCL has provided adequate support to staff in response to Brexit | 29 | 51 | 10 | | | 34% | - | -2 |

| | | | | | | | | | |
|------------|---|-----------------------------------|---|--|----------------|-------|---------|----------|-------------------|
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IS THERE ROOM FOR IMPROVEMENT?

| REWARD AND RECOGNITION | | 55% | | | | | RESPONSE SCALE | % POSITIVE | VARIANCE FROM PREVIOUS SURVEY | VARIANCE FROM ORGANISATION OVERALL |
|------------------------|--|-----|----|----|----|---|----------------|------------|-------------------------------|------------------------------------|
| | Q23. Considering my duties and responsibilities, I feel my pay is fair | 8 | 40 | 19 | 25 | 8 | 48% | -8 ↓ | +2 | |
| | Q24. I feel my pay is fair in comparison to people working in similar roles in other organisations | 7 | 38 | 24 | 23 | 9 | 45% | -5 ↓ | +3 | |
| | Q25. I am aware of UCL's range of benefits for its staff (eg Pension, childcare vouchers, employee assistance scheme) | 15 | 60 | 16 | 9 | | 75% | +18 ↑ | -2 | |
| T | Q26. I am satisfied with the recognition I receive for doing a good job | 11 | 43 | 26 | 15 | | 54% | -10 ↓ | +3 | |

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|-----|---|-----------------------------------|---|--|----------------|-------|---------|----------|-------------------|
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ALL QUESTIONS



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- LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE AVAILABLE COMPARISONS.

IS THERE ROOM FOR IMPROVEMENT?

| CAREER DEVELOPMENT | | 55% | | | | RESPONSE SCALE | % POSITIVE | VARIANCE FROM PREVIOUS SURVEY | VARIANCE FROM ORGANISATION OVERALL |
|--------------------|---|-----|----|----|----|----------------|------------|-------------------------------|------------------------------------|
| T | Q27. There are sufficient opportunities for training and development to improve my skills and grow at UCL | 17 | 50 | 20 | 9 | 67% | +7 ↑ | +5 ↑ | |
| K | Q28. I am encouraged to show initiative and be proactive at UCL | 21 | 49 | 19 | 8 | 70% | 0 | +3 | |
| | Q29. The grading review process at UCL is applied fairly | 19 | 55 | 14 | 10 | 21% | -6 ↓ | -1 | |
| | Q30. I think 's promotions criteria are clear | 10 | 35 | 34 | 17 | 44% | -2 | -3 | |
| | Q31. I think UCL's promotions process is fair | 8 | 29 | 48 | 10 | 37% | -4 | +1 | |

| | | | | | | | | | |
|------------|---|-----------------------------------|---|--|----------------|-------|---------|----------|-------------------|
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ALL QUESTIONS



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- LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE AVAILABLE COMPARISONS.

IS THERE ROOM FOR IMPROVEMENT?

MANAGING YOUR WORKLOAD

48%

RESPONSE SCALE

% POSITIVE

VARIANCE FROM PREVIOUS SURVEY

VARIANCE FROM ORGANISATION OVERALL

| | | | | | | | | |
|---|---|----|----|----|----|-----|----|------|
| T | Q32. I am given realistic deadlines to work to | 11 | 56 | 21 | 8 | 67% | 0 | +6 ↑ |
| T | Q33. As long as I get the job done, I have the freedom to work in a way that suits me | 42 | 46 | 7 | | 88% | -4 | +4 |
| | Q34. I feel the level of stress in my job has a negative impact on my wellbeing (negatively phrased question) | 10 | 28 | 28 | 28 | 34% | - | +3 |
| T | Q35. I am aware of how to access support from UCL if I experience stress | | 39 | 28 | 22 | 45% | +2 | -3 |
| | Q36. UCL does a good job of promoting the importance of health and wellbeing | | 34 | 41 | 17 | 39% | - | 0 |
| | Q37. I can meet the requirements of my job without regularly working excessive hours | 8 | 33 | 16 | 28 | 41% | -3 | +1 |
| | Q38. I am comfortable talking openly with my manager about my mental wellbeing | 13 | 31 | 28 | 19 | 44% | - | -2 |
| | Q39. I am provided with workplace adjustments that I need to support my health condition | 17 | 20 | 9 | 44 | 23% | - | -3 |

KEY

K KEY DRIVER QUESTIONS
T TEXT CHANGE SINCE PREVIOUS SURVEY

↑ AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

↓ AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



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IS THERE ROOM FOR IMPROVEMENT?

| EQUAL OPPORTUNITIES | | 78% | | | RESPONSE SCALE | % POSITIVE | VARIANCE FROM PREVIOUS SURVEY | VARIANCE FROM ORGANISATION OVERALL |
|---------------------|--|-----|----|----|----------------|------------|-------------------------------|------------------------------------|
| K | Q40. I am treated with fairness and respect at UCL | 25 | 54 | 13 | | 80% | -1 | +4 |
| | Q41. I think UCL respects individual differences (e.g. cultures, working styles, backgrounds, ideas) | 29 | 54 | 13 | | 82% | -4 | +2 |
| | Q42. I would feel able to report bullying and harassment without worrying that it would have a negative impact on me | 17 | 43 | 20 | 13 | 61% | -1 | +1 |

| | | | | | | | |
|------------|--|--|----------------|-------|---------|----------|-------------------|
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IS THERE ROOM FOR IMPROVEMENT?

| EQUAL OPPORTUNITIES | RESPONSE SCALE | RESPONSE COUNT | % | VARIANCE FROM PREVIOUS SURVEY | VARIANCE FROM ORGANISATION OVERALL |
|--|----------------|----------------|------------|-------------------------------|------------------------------------|
| Q43. I have been subject to behaviour that I consider to be bullying/harassment in the last two years at UCL | | 966 | | | |
| Yes | | 130 | 13% | - | -2 |
| No | | 836 | 87% | - | +2 |
| Q44. I have witnessed behaviour towards others that I consider to be bullying/harassment in the last two years at UCL | | 964 | | | |
| Yes | | 200 | 21% | - | -5 |
| No | | 764 | 79% | - | +5 |

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

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IS THERE ROOM FOR IMPROVEMENT?

| EQUAL OPPORTUNITIES | RESPONSE SCALE | RESPONSE COUNT | % | VARIANCE FROM PREVIOUS SURVEY | VARIANCE FROM ORGANISATION OVERALL |
|--|----------------|----------------|------------|-------------------------------|------------------------------------|
| Q45. I believe this is due to: | | 376 | | | |
| Age | | 24 | 6% | - | -2 |
| Caring responsibilities | | 16 | 4% | - | 0 |
| Disability | | 13 | 3% | - | +1 |
| Race | | 21 | 6% | - | -1 |
| Religion/beliefs | | 12 | 3% | - | +1 |
| Sex or gender identity | | 53 | 14% | - | +1 |
| Trade union membership | | 3 | 1% | - | -1 |
| Working pattern | | 40 | 11% | - | 0 |
| Personality differences not related to the above | | 131 | 35% | - | +2 |
| Other | | 63 | 17% | - | -1 |

KEY



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AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

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IS THERE ROOM FOR IMPROVEMENT?

| EQUAL OPPORTUNITIES | RESPONSE SCALE | RESPONSE COUNT | % | VARIANCE FROM PREVIOUS SURVEY | VARIANCE FROM ORGANISATION OVERALL |
|--|----------------|----------------|------------|-------------------------------|------------------------------------|
| Q47. Did you report this bullying/harassment? | | 231 | | | |
| Yes | | 64 | 28% | - | -2 |
| No | | 167 | 72% | - | +2 |
| Q48. Why was this? | | 339 | | | |
| Concerns about confidentiality | | 48 | 14% | - | -2 |
| Concerns about being labelled a troublemaker | | 56 | 17% | - | 0 |
| Fear of repercussions on career | | 60 | 18% | - | 0 |
| Nothing would happen | | 69 | 20% | - | -2 |
| Resolved the situation informally | | 30 | 9% | - | +2 |
| Time required to report | | 3 | 1% | - | -1 |
| Unaware of procedures | | 27 | 8% | - | +2 |
| Other | | 46 | 14% | - | +1 |

KEY



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AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

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EXPLORE THE FULL RESULTS

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- LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE AVAILABLE COMPARISONS.

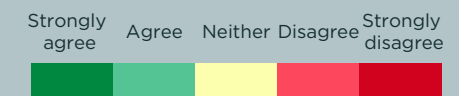
IS THERE ROOM FOR IMPROVEMENT?

| COMMUNICATION | | 45% | | | | RESPONSE SCALE | % POSITIVE | VARIANCE FROM PREVIOUS SURVEY | VARIANCE FROM ORGANISATION OVERALL |
|---------------|---|-----|----|----|---|----------------|------------|-------------------------------|------------------------------------|
| T | Q49. Reasons behind change are clearly communicated to staff | 29 | 36 | 23 | 9 | | 31% | -13 ↓ | 0 |
| | Q50. I would be comfortable to speak up and question the way things are done at UCL | 38 | 31 | 19 | | | 45% | 0 | -4 |
| T | Q51. Relations between professional services and academic/research staff are generally good | 9 | 50 | 28 | 9 | | 59% | -22 ↓ | +4 |

KEY

- K KEY DRIVER QUESTIONS
- T TEXT CHANGE SINCE PREVIOUS SURVEY

- ↑ AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR
- ↓ AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR



ALL QUESTIONS



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IS THERE ROOM FOR IMPROVEMENT?

| VISION AND VALUES | | 57% | | | | RESPONSE SCALE | % POSITIVE | VARIANCE FROM PREVIOUS SURVEY | VARIANCE FROM ORGANISATION OVERALL |
|-------------------|---|-----|----|----|----|----------------|------------|-------------------------------|------------------------------------|
| K | Q52. I understand the values of UCL | 12 | 56 | 23 | 7 | 68% | -3 | -3 | |
| | Q53. I am clear about the goals and objectives for my department/division | 15 | 52 | 19 | 11 | 68% | 0 | 0 | |
| | Q54. I believe that UCL gives sufficient priority to research | 23 | 53 | 15 | 7 | 76% | -6 ↓ | +7 ↑ | |
| | Q55. I believe that UCL gives sufficient priority to teaching | 11 | 43 | 35 | 9 | 54% | -8 ↓ | 0 | |
| | Q56. I believe that UCL gives sufficient priority to Knowledge Exchange and Enterprise | 8 | 33 | 54 | 5 | 41% | -9 ↓ | +1 | |
| | Q57. I believe that UCL gives sufficient priority to Infrastructure and systems (i.e. enabling activity through Estates, ISD, student services, etc.) | 29 | 40 | 20 | 7 | 33% | -8 ↓ | +5 ↑ | |
| K | Q58. I feel that my work/professional goals and objectives are aligned to those of UCL | 12 | 53 | 26 | 7 | 65% | -4 | +3 | |
| | Q59. UCL acts in an environmentally sustainable way | 41 | 38 | 12 | 7 | 47% | +3 | +5 ↑ | |

| | | | | | | | | | |
|------------|---|-----------------------------------|---|--|----------------|-------|---------|----------|-------------------|
| KEY | K | KEY DRIVER QUESTIONS | ↑ | AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR | Strongly agree | Agree | Neither | Disagree | Strongly disagree |
| | T | TEXT CHANGE SINCE PREVIOUS SURVEY | ↓ | AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR | | | | | |

ALL QUESTIONS



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IS THERE ROOM FOR IMPROVEMENT?

| OVERALL PERCEPTIONS | | 72% | | | | RESPONSE SCALE | % POSITIVE | VARIANCE FROM PREVIOUS SURVEY | VARIANCE FROM ORGANISATION OVERALL |
|---------------------|---|-----|----|----|----|----------------|------------|-------------------------------|------------------------------------|
| | Q60. I would recommend UCL as a good place to work | 24 | 53 | 17 | | | 77% | -7 ↓ | +5 ↑ |
| | Q61. I am proud to work for UCL | 35 | 47 | 15 | | | 82% | -4 | +3 |
| T | Q62. I feel a strong sense of belonging to my department/ division/ research group | 31 | 41 | 16 | 10 | | 72% | +1 | +2 |
| | Q63. I feel a strong sense of belonging to UCL | 18 | 41 | 26 | 12 | | 59% | -11 ↓ | +1 |
| | Q64. I suggest ideas to improve our ways of doing things | 15 | 52 | 23 | 8 | | 67% | 0 | -7 ↓ |
| | Q65. Working here makes me want to do the best I can | 24 | 49 | 21 | | | 73% | -3 | +3 |
| NEXT STEPS | | 45% | | | | RESPONSE SCALE | % POSITIVE | VARIANCE FROM PREVIOUS SURVEY | VARIANCE FROM ORGANISATION OVERALL |
| T | Q66. I believe that action will be taken on this survey | | 40 | 33 | 14 | 7 | 45% | -7 ↓ | +2 |

| | | | | | | | |
|------------|--|--|----------------|-------|---------|----------|-------------------|
| KEY | K KEY DRIVER QUESTIONS | ↑ AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR | Strongly agree | Agree | Neither | Disagree | Strongly disagree |
| | T TEXT CHANGE SINCE PREVIOUS SURVEY | ↓ AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR | | | | | |

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IS THERE ROOM FOR IMPROVEMENT?

| OTHER | 53% | | | RESPONSE SCALE | % POSITIVE | VARIANCE FROM PREVIOUS SURVEY | 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 | 27 | 51 | 15 | | 78% | - | 0 |
| Q15b. My specific needs were met prior to, during and on return from leave | 12 | 22 | 60 | | 35% | - | 0 |

| | | | | | | | | | |
|------------|----------|-----------------------------------|--|--|----------------|-------|---------|----------|-------------------|
| KEY | K | KEY DRIVER QUESTIONS | | AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR | Strongly agree | Agree | Neither | Disagree | Strongly disagree |
| | T | TEXT CHANGE SINCE PREVIOUS SURVEY | | AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR | | | | | |