



STAFF OPINION SURVEY 2017

Faculty of Engineering Science

RESPONSE RATE:

59%

RESPONSES:

653
of 1099



YOUR EMPLOYEE ENGAGEMENT SCORE:



72%

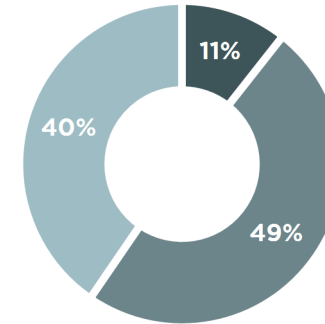
VARIANCE from PREVIOUS SURVEY: -4

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.

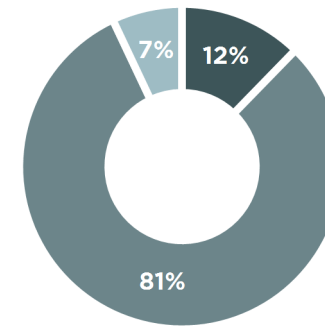
VARIANCE FROM PREVIOUS SURVEY

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



VARIANCE FROM ORGANISATION OVERALL

- 7 questions above
- 46 questions in line
- 4 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 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)	+23
Q13. My last appraisal helped identify opportunities for personal development	+12
Q35. I am aware of how to access support from UCL if I experience stress	+6



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	87%
Q1. My work gives me a sense of personal accomplishment	86%
Q2. I understand how my work contributes to the objectives of my department/division	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	66%	-10	+4
.2	Q1. My work gives me a sense of personal accomplishment	86%	0	+3
.3	Q52. I understand the values of UCL	77%	+1	+6
.4	Q28. I am encouraged to show initiative and be proactive at UCL	71%	-7	+4
.5	Q40. I am treated with fairness and respect at UCL	75%	-6	-1
.6	Q20. I am optimistic about the future of UCL	57%	-14	+1

EMPLOYEE ENGAGEMENT

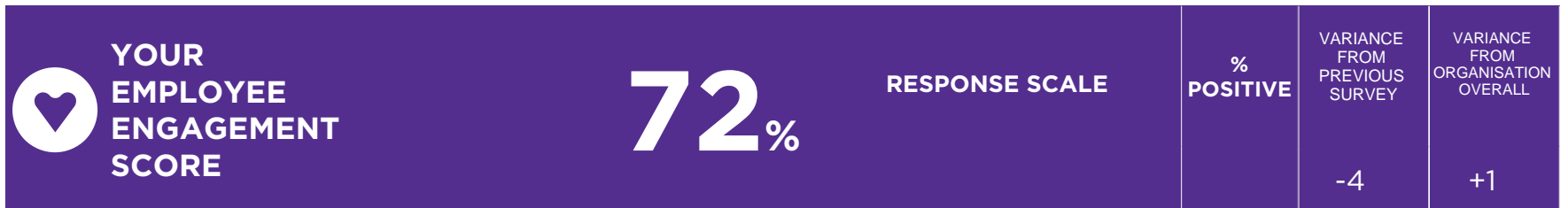


HOW ENGAGED IS YOUR TEAM?

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	25	45	19	7	70%	-9↓	-2	
	Q61. I am proud to work for UCL	38	42	14		80%	-5↓	+1	
	Q62. I feel a strong sense of belonging to my department/ division/ research group	35	34	16	9	69%	0	-1	
	Q63. I feel a strong sense of belonging to UCL	27	39	21	9	65%	-9↓	+7↑	
	Q64. I suggest ideas to improve our ways of doing things	25	51	18		76%	+2	+2	
	Q65. Working here makes me want to do the best I can	30	41	23		71%	-3	0	



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	 87%	Q15b. My specific needs were met prior to, during and on return from leave	 63%	Q37. I can meet the requirements of my job without regularly working excessive hours	 51%
Q1. My work gives me a sense of personal accomplishment	 86%	Q22. I feel UCL has provided adequate support to staff in response to Brexit	 48%	Q57. I believe that UCL gives sufficient priority to Infrastructure and systems (i.e. enabling activity through Estates, ISD, student services, etc.)	 51%
Q2. I understand how my work contributes to the objectives of my department/division	 85%	Q19. When changes are made they are usually for the better	 47%	Q18. I have a clear understanding of the 2034 strategy and its impact on my Department/Division	 48%
Q3. I understand how my work contributes to the success of UCL	 82%	Q59. UCL acts in an environmentally sustainable way	 45%	Q34. I feel the level of stress in my job has a negative impact on my wellbeing	 47%
Q41. I think UCL respects individual differences (e.g. cultures, working styles, backgrounds, ideas)	 81%	Q56. I believe that UCL gives sufficient priority to Knowledge Exchange and Enterprise	 40%	Q23. Considering my duties and responsibilities, I feel my pay is fair	 46%



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		68%				RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM ORGANISATION OVERALL
K	Q1. My work gives me a sense of personal accomplishment	43	43	8		86%	0	+3	
	Q2. I understand how my work contributes to the objectives of my department/division	40	45	9		85%	-2	-1	
	Q3. I understand how my work contributes to the success of UCL	39	43	12		82%	-4	0	
	Q4. The people I work with co-operate to get the work done	32	43	18		75%	-1	-4	
	Q5. There is good co-operation between the teams I work with	28	40	20	9	68%	-	-2	
	Q6. I have the opportunity to contribute my views before changes are made which affect my job	16	38	21	15	10	53%	-3	+3
	Q7. Where I work I have the resources and equipment I need to work effectively	16	39	16	18	10	56%	+5 ↑	0
	Q8. I am satisfied with my physical working environment	18	32	17	19	14	50%	+5 ↑	-3
	Q9. I am satisfied with my job security	24	35	16	15	10	59%	-2	+1

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?		652			
Very Supportive		351	54%	-1	+2
Fairly Supportive		193	30%	-1	0
Neither Supportive nor Unsupportive		58	9%	0	-1
Fairly Unsupportive		31	5%	+1	-1
Very Unsupportive		19	3%	0	+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 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		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	9	33	32	17	9	42%	-10 ↓	+4	
	Q13. My last appraisal helped identify opportunities for personal development	18	42	26	10		59%	+12 ↑	+3	
	Q14. I receive constructive feedback on my performance between appraisals	20	36	26	13		56%	+3	+2	
T	Q15. My manager/academic leader demonstrates the necessary management skills to undertake their role effectively	32	38	15	9		70%	-2	+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					

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
Q12. I have had an appraisal..		649			
In the last 12 months		405	62%	+5	-3
In the last 24 months		121	19%	0	+4
Longer than 24 months ago		41	6%	+3	+1
I have worked at UCL longer than a year but have not had an appraisal		32	5%	-3	0
I started less than 12 months ago		50	8%	-5	-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 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		44%				RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM ORGANISATION OVERALL
T	Q16. Heads of Department/Division or above are sufficiently visible in UCL	23	41	23	9	64%	-3	+7 ↑	
T	Q17. Heads of Department/Division or above provide effective leadership	20	35	30	9	55%	-2	+8 ↑	
	Q18. I have a clear understanding of the 2034 strategy and its impact on my Department/Division	19	26	28	20	25%	-6 ↓	+1	
	Q19. When changes are made they are usually for the better	20	47	19	10	25%	-	+1	
K	Q20. I am optimistic about the future of UCL	15	42	23	13	57%	-14 ↓	+1	
	Q21. I am concerned about the impact Brexit will have on my future employment at UCL	24	23	25	19	9	47%	-	0
	Q22. I feel UCL has provided adequate support to staff in response to Brexit	29	48	10	7	34%	-	-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					

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 48%		RESPONSE SCALE				% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM ORGANISATION OVERALL
	Q23. Considering my duties and responsibilities, I feel my pay is fair	29	21	32	14	33%	-7 ↓	-13 ↓
	Q24. I feel my pay is fair in comparison to people working in similar roles in other organisations	29	21	27	17	34%	-5 ↓	-7 ↓
	Q25. I am aware of UCL's range of benefits for its staff (eg Pension, childcare vouchers, employee assistance scheme)	18	57	16		75%	+23 ↑	-2
T	Q26. I am satisfied with the recognition I receive for doing a good job	10	40	23	19	50%	-9 ↓	-1

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 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		58%	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	16	51	20	9	66%	+4	+4	
K	Q28. I am encouraged to show initiative and be proactive at UCL	25	46	19		71%	-7 ↓	+4	
	Q29. The grading review process at UCL is applied fairly	20	46	17	15	22%	0	0	
	Q30. I think 's promotions criteria are clear	11	44	24	14	8	55%	+7 ↑	+8 ↑
	Q31. I think UCL's promotions process is fair	9	33	40	11		42%	0	+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 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

44%

RESPONSE SCALE

% POSITIVE

VARIANCE FROM PREVIOUS SURVEY

VARIANCE FROM ORGANISATION OVERALL

Q	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Variance from Previous Survey	Variance from Organisation Overall
T Q32. I am given realistic deadlines to work to	11	46	28	11	4	57%	-3	-4
T Q33. As long as I get the job done, I have the freedom to work in a way that suits me	45	42	7	4	2	87%	-3	+2
Q34. I feel the level of stress in my job has a negative impact on my wellbeing (negatively phrased question)	16	31	28	20	5	25%	-	-6 ↓
T Q35. I am aware of how to access support from UCL if I experience stress	7	38	27	24	4	45%	+6 ↑	-2
Q36. UCL does a good job of promoting the importance of health and wellbeing	33	38	19	10	0	37%	-	-1
Q37. I can meet the requirements of my job without regularly working excessive hours	26	18	29	22	5	31%	-5 ↓	-9 ↓
Q38. I am comfortable talking openly with my manager about my mental wellbeing	12	32	27	19	10	44%	-	-2
Q39. I am provided with workplace adjustments that I need to support my health condition	17	22	8	41	12	24%	-	-1

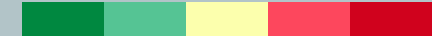
KEY

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



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		74%					RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM ORGANISATION OVERALL
K	Q40. I am treated with fairness and respect at UCL	26	48	14	12	8	75%	-6 ↓	-1	
	Q41. I think UCL respects individual differences (e.g. cultures, working styles, backgrounds, ideas)	35	46	12	12	8	81%	-7 ↓	+1	
	Q42. I would feel able to report bullying and harassment without worrying that it would have a negative impact on me	23	36	21	12	8	60%	-9 ↓	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					

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 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		651			
Yes		116	18%	+6	+2
No		535	82%	-6	-2
Q44. I have witnessed behaviour towards others that I consider to be bullying/harassment in the last two years at UCL		650			
Yes		169	26%	+6	+1
No		481	74%	-6	-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 PREVIOUS SURVEY	VARIANCE FROM ORGANISATION OVERALL
Q45. I believe this is due to:		347			
Age		33	10%	-4	+1
Caring responsibilities		11	3%	-2	-1
Disability		5	1%	+1	-1
Race		23	7%	-4	0
Religion/beliefs		9	3%	0	0
Sex or gender identity		50	14%	-5 ↓	+1
Trade union membership		3	1%	0	-1
Working pattern		44	13%	-3	+2
Personality differences not related to the above		114	33%	-31 ↓	0
Other		55	16%	-23 ↓	-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?

EQUAL OPPORTUNITIES	RESPONSE SCALE	RESPONSE COUNT	%	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM ORGANISATION OVERALL
Q47. Did you report this bullying/harassment?		191			
Yes		65	34%	0	+5
No		126	66%	0	-5
Q48. Why was this?		275			
Concerns about confidentiality		49	18%	+12	+2
Concerns about being labelled a troublemaker		49	18%	+7	+1
Fear of repercussions on career		54	20%	-2	+2
Nothing would happen		54	20%	0	-3
Resolved the situation informally		25	9%	-	+2
Time required to report		7	3%	0	+1
Unaware of procedures		15	5%	0	0
Other		22	8%	-26	-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		49%				RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM ORGANISATION OVERALL
T	Q49. Reasons behind change are clearly communicated to staff	28	32	24	12		32%	-15 ↓	0
	Q50. I would be comfortable to speak up and question the way things are done at UCL	9	45	26	14		54%	0	+5 ↑
T	Q51. Relations between professional services and academic/research staff are generally good	13	49	20	12		61%	-10 ↓	+7 ↑

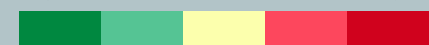
KEY

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



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		56%				RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM ORGANISATION OVERALL
K	Q52. I understand the values of UCL	20	57	15	8	77%	+1	+6 ↑	
	Q53. I am clear about the goals and objectives for my department/division	20	47	18	11	67%	+4	-1	
	Q54. I believe that UCL gives sufficient priority to research	23	50	17	8	73%	-6 ↓	+4	
	Q55. I believe that UCL gives sufficient priority to teaching	13	42	26	13	55%	+2	0	
	Q56. I believe that UCL gives sufficient priority to Knowledge Exchange and Enterprise	8	40	40	8	48%	-5 ↓	+8 ↑	
	Q57. I believe that UCL gives sufficient priority to Infrastructure and systems (i.e. enabling activity through Estates, ISD, student services, etc.)	20	24	22	29	25%	-4	-4	
K	Q58. I feel that my work/professional goals and objectives are aligned to those of UCL	17	49	24	7	66%	-10 ↓	+4	
	Q59. UCL acts in an environmentally sustainable way	33	45	12	8	38%	-3	-4	

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 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		72%				RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM ORGANISATION OVERALL
	Q60. I would recommend UCL as a good place to work	25	45	19	7		70%	-9 ↓	-2
	Q61. I am proud to work for UCL	38	42	14			80%	-5 ↓	+1
T	Q62. I feel a strong sense of belonging to my department/ division/ research group	35	34	16	9		69%	0	-1
	Q63. I feel a strong sense of belonging to UCL	27	39	21	9		65%	-9 ↓	+7 ↑
	Q64. I suggest ideas to improve our ways of doing things	25	51	18			76%	+2	+2
	Q65. Working here makes me want to do the best I can	30	41	23			71%	-3	0
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	8	37	29	16	10	45%	+1	+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					

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	50%			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	32	46	15		78%	-	0
Q15b. My specific needs were met prior to, during and on return from leave	12	19	63		31%	-	-3

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					