



# STAFF OPINION SURVEY 2017

## UCL Overall

RESPONSE RATE: **60%**

RESPONSES: **7203**  
of 12101



### YOUR EMPLOYEE ENGAGEMENT SCORE:



# 71%

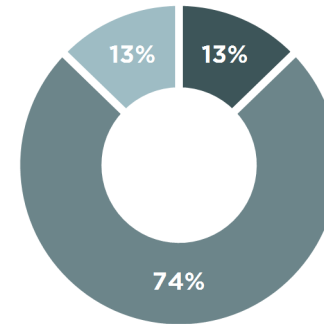
VARIANCE from PREVIOUS SURVEY: **-1**

VARIANCE from BENCHMARK: **-**

**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.

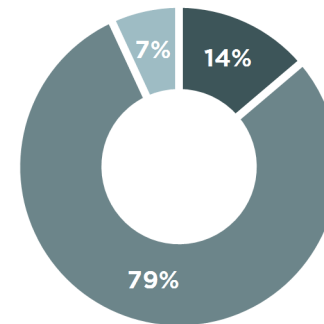
#### VARIANCE FROM PREVIOUS SURVEY

- 6 questions above
- 35 questions in line
- 6 questions below



#### VARIANCE FROM BENCHMARK

- 4 questions above
- 23 questions in line
- 2 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

<b>Q25.</b> I am aware of UCL's range of benefits for its staff (eg Pension, childcare vouchers, employee assistance scheme)	<b>+24</b>
<b>Q13.</b> My last appraisal helped identify opportunities for personal development	<b>+12</b>
<b>Q35.</b> I am aware of how to access support from UCL if I experience stress	<b>+8</b>



#### TOP 3 HIGHEST SCORING QUESTIONS:

% POSITIVE

<b>Q2.</b> I understand how my work contributes to the objectives of my department/division	<b>86%</b>
<b>Q33.</b> As long as I get the job done, I have the freedom to work in a way that suits me	<b>84%</b>
<b>Q1.</b> My work gives me a sense of personal accomplishment	<b>83%</b>

# 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 BENCHMARK

		% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM BENCHMARK
<b>.1</b>	<b>Q58.</b> I feel that my work/professional goals and objectives are aligned to those of UCL	<b>62%</b>	<b>-5</b>	-
<b>.2</b>	<b>Q1.</b> My work gives me a sense of personal accomplishment	<b>83%</b>	<b>0</b>	<b>+6</b>
<b>.3</b>	<b>Q52.</b> I understand the values of UCL	<b>71%</b>	<b>0</b>	-
<b>.4</b>	<b>Q28.</b> I am encouraged to show initiative and be proactive at UCL	<b>67%</b>	<b>0</b>	<b>0</b>
<b>.5</b>	<b>Q40.</b> I am treated with fairness and respect at UCL	<b>76%</b>	<b>0</b>	<b>0</b>
<b>.6</b>	<b>Q20.</b> I am optimistic about the future of UCL	<b>57%</b>	<b>-7</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.



	SAY	STAY	STRIVE	Q	Statement	20	51	19	7	%	Variance	Benchmark
				Q60.	I would recommend UCL as a good place to work	20	51	19	7	72%	-4	+4
				Q61.	I am proud to work for UCL	32	47	16		79%	-1	-1
				Q62.	I feel a strong sense of belonging to my department/ division/ research group	30	40	17	9	70%	+3	-
				Q63.	I feel a strong sense of belonging to UCL	20	39	26	12	59%	-5↓	0
				Q64.	I suggest ideas to improve our ways of doing things	20	54	19		74%	+2	-
				Q65.	Working here makes me want to do the best I can	24	47	22		71%	-1	+2



# 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	86%	<b>Q15b.</b> My specific needs were met prior to, during and on return from leave	61%	<b>Q18.</b> I have a clear understanding of the 2034 strategy and its impact on my Department/Division	47%
<b>Q33.</b> As long as I get the job done, I have the freedom to work in a way that suits me	84%	<b>Q56.</b> I believe that UCL gives sufficient priority to Knowledge Exchange and Enterprise	52%	<b>Q37.</b> I can meet the requirements of my job without regularly working excessive hours	43%
<b>Q1.</b> My work gives me a sense of personal accomplishment	83%	<b>Q22.</b> I feel UCL has provided adequate support to staff in response to Brexit	51%	<b>Q34.</b> I feel the level of stress in my job has a negative impact on my wellbeing	42%
<b>Q3.</b> I understand how my work contributes to the success of UCL	82%	<b>Q19.</b> When changes are made they are usually for the better	47%	<b>Q57.</b> I believe that UCL gives sufficient priority to Infrastructure and systems (i.e. enabling activity through Estates, ISD, student services, etc.)	37%
<b>Q41.</b> I think UCL respects individual differences (e.g. cultures, working styles, backgrounds, ideas)	80%	<b>Q59.</b> UCL acts in an environmentally sustainable way	42%	<b>Q49.</b> Reasons behind change are clearly communicated to staff	35%



## 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 PREVIOUS SURVEY	VARIANCE FROM BENCHMARK	
K	Q1. My work gives me a sense of personal accomplishment	36	47	10		83%	0	+6 ↑	
	Q2. I understand how my work contributes to the objectives of my department/division	37	49	8		86%	-1	+1	
	Q3. I understand how my work contributes to the success of UCL	32	50	12		82%	-2	+1	
	Q4. The people I work with co-operate to get the work done	32	48	14		79%	0	+2	
	Q5. There is good co-operation between the teams I work with	26	45	18	9	71%	-	+28 ↑	
	Q6. I have the opportunity to contribute my views before changes are made which affect my job	12	38	25	17	9	50%	-2	+4
	Q7. Where I work I have the resources and equipment I need to work effectively	14	42	18	18	8	56%	+6 ↑	+3
	Q8. I am satisfied with my physical working environment	14	38	18	19	10	53%	-2	-13 ↓
	Q9. I am satisfied with my job security	17	41	18	13	10	58%	0	-

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

# ALL QUESTIONS



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## IS THERE ROOM FOR IMPROVEMENT?

### HOW YOU ARE MANAGED

#### RESPONSE SCALE

RESPONSE COUNT

%

VARIANCE FROM PREVIOUS SURVEY

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

**7164**

Very Supportive		<b>3738</b>	<b>52%</b>	0
Fairly Supportive		<b>2154</b>	<b>30%</b>	-1
Neither Supportive nor Unsupportive		<b>719</b>	<b>10%</b>	+1
Fairly Unsupportive		<b>381</b>	<b>5%</b>	0
Very Unsupportive		<b>172</b>	<b>2%</b>	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		60%					RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM BENCHMARK
T	Q11. Where there is poor performance, I believe it is appropriately dealt with where I work	8	31	34	20	8	39%	-9 ↓	+1	
	Q13. My last appraisal helped identify opportunities for personal development	14	42	29	10		56%	+12 ↑	-	
	Q14. I receive constructive feedback on my performance between appraisals	16	38	27	14		54%	+5 ↑	0	
T	Q15. My manager/academic leader demonstrates the necessary management skills to undertake their role effectively	29	39	18	9		68%	-3	-	

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## IS THERE ROOM FOR IMPROVEMENT?

### HOW YOU ARE MANAGED

#### RESPONSE SCALE

RESPONSE COUNT

%

VARIANCE FROM PREVIOUS SURVEY

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

**7168**

In the last 12 months		<b>4715</b>	<b>66%</b>	+1
In the last 24 months		<b>1026</b>	<b>14%</b>	-1
Longer than 24 months ago		<b>374</b>	<b>5%</b>	+1
I have worked at UCL longer than a year but have not had an appraisal		<b>373</b>	<b>5%</b>	0
I started less than 12 months ago		<b>680</b>	<b>9%</b>	-1

#### KEY



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## IS THERE ROOM FOR IMPROVEMENT?

LEADERSHIP AND CHANGE		42%				RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM BENCHMARK
T	Q16. Heads of Department/Division or above are sufficiently visible in UCL	14	43	25	13		57%	-1	+20 ↑
T	Q17. Heads of Department/Division or above provide effective leadership	12	35	34	12		47%	-1	+3
	Q18. I have a clear understanding of the 2034 strategy and its impact on my Department/Division	19	28	28	18		25%	-4	-
	Q19. When changes are made they are usually for the better	21	47	20	9		24%	-	-4
K	Q20. I am optimistic about the future of UCL	12	44	27	12		57%	-7 ↓	-
	Q21. I am concerned about the impact Brexit will have on my future employment at UCL	22	25	27	20		47%	-	-
	Q22. I feel UCL has provided adequate support to staff in response to Brexit	30	51	10			36%	-	-

<b>KEY</b>	K	KEY DRIVER QUESTIONS	↑	AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR	Strongly agree	Agree	Neither	Disagree	Strongly disagree
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## IS THERE ROOM FOR IMPROVEMENT?

REWARD AND RECOGNITION		54%				RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM BENCHMARK
	<b>Q23.</b> Considering my duties and responsibilities, I feel my pay is fair	40	20	24	10	46%	-2	-2	
	<b>Q24.</b> I feel my pay is fair in comparison to people working in similar roles in other organisations	35	25	23	10	41%	-2	-	
	<b>Q25.</b> I am aware of UCL's range of benefits for its staff (eg Pension, childcare vouchers, employee assistance scheme)	16	61	15		77%	+24 ↑	-	
<b>T</b>	<b>Q26.</b> I am satisfied with the recognition I receive for doing a good job	11	40	25	17	7	51%	-3	-

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

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## IS THERE ROOM FOR IMPROVEMENT?

CAREER DEVELOPMENT		53%				RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM BENCHMARK
T	Q27. There are sufficient opportunities for training and development to improve my skills and grow at UCL	14	48	21	12		62%	+8 ↑	+4
K	Q28. I am encouraged to show initiative and be proactive at UCL	20	47	20	9		67%	0	0
	Q29. The grading review process at UCL is applied fairly	19	52	16	10		22%	0	-
	Q30. I think 's promotions criteria are clear	9	39	30	17		47%	+2	-
	Q31. I think UCL's promotions process is fair	29	45	12			36%	-1	-

<b>KEY</b>	K	KEY DRIVER QUESTIONS	↑	AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR	Strongly agree	Agree	Neither	Disagree	Strongly disagree
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- LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE AVAILABLE COMPARISONS.

## IS THERE ROOM FOR IMPROVEMENT?

### MANAGING YOUR WORKLOAD

47%

RESPONSE SCALE

% POSITIVE

VARIANCE FROM PREVIOUS SURVEY

VARIANCE FROM BENCHMARK

T	Q32. I am given realistic deadlines to work to	10	51	24	11	61%	+3	-
T	Q33. As long as I get the job done, I have the freedom to work in a way that suits me	36	48	9		84%	-3	+4
	Q34. I feel the level of stress in my job has a negative impact on my wellbeing (negatively phrased question)	14	29	27	25	31%	-	-
T	Q35. I am aware of how to access support from UCL if I experience stress	7	41	26	22	48%	+8 ↑	-2
	Q36. UCL does a good job of promoting the importance of health and wellbeing		34	38	18	38%	-	-
	Q37. I can meet the requirements of my job without regularly working excessive hours	7	33	17	26	40%	-1	-6 ↓
	Q38. I am comfortable talking openly with my manager about my mental wellbeing	12	34	26	19	46%	-	-
	Q39. I am provided with workplace adjustments that I need to support my health condition	19	21	10	38	26%	-	-

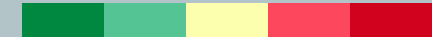
KEY

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		75%				RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM BENCHMARK
K	Q40. I am treated with fairness and respect at UCL	23	53	15			76%	0	0
	Q41. I think UCL respects individual differences (e.g. cultures, working styles, backgrounds, ideas)	28	52	14			80%	-2	+5 ↑
	Q42. I would feel able to report bullying and harassment without worrying that it would have a negative impact on me	18	42	20	13		60%	-1	+4

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## IS THERE ROOM FOR IMPROVEMENT?

EQUAL OPPORTUNITIES	RESPONSE SCALE	RESPONSE COUNT	%	VARIANCE FROM PREVIOUS SURVEY
<b>Q43.</b> I have been subject to behaviour that I consider to be bullying/harassment in the last two years at UCL		<b>7160</b>		
Yes		<b>1116</b>	<b>16%</b>	+1
No		<b>6044</b>	<b>84%</b>	-1
<b>Q44.</b> I have witnessed behaviour towards others that I consider to be bullying/harassment in the last two years at UCL		<b>7157</b>		
Yes		<b>1816</b>	<b>25%</b>	-2
No		<b>5341</b>	<b>75%</b>	+2

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EQUAL OPPORTUNITIES	RESPONSE SCALE	RESPONSE COUNT	%	VARIANCE FROM PREVIOUS SURVEY
<b>Q45. I believe this is due to:</b>		<b>3459</b>		
Age		<b>288</b>	<b>8%</b>	-4
Caring responsibilities		<b>154</b>	<b>4%</b>	-1
Disability		<b>73</b>	<b>2%</b>	0
Race		<b>236</b>	<b>7%</b>	-2
Religion/beliefs		<b>86</b>	<b>2%</b>	0
Sex or gender identity		<b>448</b>	<b>13%</b>	<b>-6</b> ↓
Trade union membership		<b>67</b>	<b>2%</b>	-1
Working pattern		<b>356</b>	<b>10%</b>	-4
Personality differences not related to the above		<b>1128</b>	<b>33%</b>	<b>-26</b> ↓
Other		<b>623</b>	<b>18%</b>	<b>-23</b> ↓

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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
<b>Q47. Did you report this bullying/harassment?</b>		<b>2062</b>		
Yes		<b>605</b>	<b>29%</b>	+2
No		<b>1457</b>	<b>71%</b>	-2
<b>Q48. Why was this?</b>		<b>2939</b>		
Concerns about confidentiality		<b>464</b>	<b>16%</b>	+6
Concerns about being labelled a troublemaker		<b>498</b>	<b>17%</b>	+5
Fear of repercussions on career		<b>531</b>	<b>18%</b>	-1
Nothing would happen		<b>665</b>	<b>23%</b>	-4
Resolved the situation informally		<b>209</b>	<b>7%</b>	-
Time required to report		<b>48</b>	<b>2%</b>	0
Unaware of procedures		<b>161</b>	<b>5%</b>	+3
Other		<b>363</b>	<b>12%</b>	-17

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AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR



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## IS THERE ROOM FOR IMPROVEMENT?

COMMUNICATION		45%				RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM BENCHMARK
T	Q49. Reasons behind change are clearly communicated to staff	29	33	25	10		32%	-8 ↓	-
	Q50. I would be comfortable to speak up and question the way things are done at UCL	42	28	19			49%	+2	+2
T	Q51. Relations between professional services and academic/research staff are generally good	8	47	29	11		55%	-14 ↓	-

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?

VISION AND VALUES		54%				% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM BENCHMARK
		15	56	20				
K	Q52. I understand the values of UCL	15	56	20		71%	0	-
	Q53. I am clear about the goals and objectives for my department/division	18	50	19	10	68%	+3	+2
	Q54. I believe that UCL gives sufficient priority to research	20	50	21		70%	-4	-
	Q55. I believe that UCL gives sufficient priority to teaching	11	43	31	12	55%	+1	-
	Q56. I believe that UCL gives sufficient priority to Knowledge Exchange and Enterprise		34	52		40%	-3	-
	Q57. I believe that UCL gives sufficient priority to Infrastructure and systems (i.e. enabling activity through Estates, ISD, student services, etc.)	25	35	23	14	29%	-3	-
K	Q58. I feel that my work/professional goals and objectives are aligned to those of UCL	12	50	29	7	62%	-5 ↓	-
	Q59. UCL acts in an environmentally sustainable way		36	42	12	42%	+2	-

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

# ALL QUESTIONS



## EXPLORE THE FULL RESULTS

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

## IS THERE ROOM FOR IMPROVEMENT?

OVERALL PERCEPTIONS		71%				RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM BENCHMARK
	Q60. I would recommend UCL as a good place to work	20	51	19	7	72%	-4	+4	
	Q61. I am proud to work for UCL	32	47	16	5	79%	-1	-1	
T	Q62. I feel a strong sense of belonging to my department/ division/ research group	30	40	17	9	70%	+3	-	
	Q63. I feel a strong sense of belonging to UCL	20	39	26	12	59%	-5 ↓	0	
	Q64. I suggest ideas to improve our ways of doing things	20	54	19	7	74%	+2	-	
	Q65. Working here makes me want to do the best I can	24	47	22	7	71%	-1	+2	
NEXT STEPS		43%				RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM BENCHMARK
T	Q66. I believe that action will be taken on this survey	37	33	16	8	43%	+1	+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

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

## IS THERE ROOM FOR IMPROVEMENT?

OTHER	53%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM BENCHMARK
<b>Q14c.</b> 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		<div style="display: flex; justify-content: space-between;"> <div style="width: 20%; background-color: #008000; color: white; text-align: center;">28</div> <div style="width: 40%; background-color: #00b050; color: white; text-align: center;">50</div> <div style="width: 20%; background-color: #ffff00; color: black; text-align: center;">15</div> <div style="width: 10%; background-color: #ff0000; color: white; text-align: center;">10</div> </div>	78%	-	-
<b>Q15b.</b> My specific needs were met prior to, during and on return from leave		<div style="display: flex; justify-content: space-between;"> <div style="width: 10%; background-color: #008000; color: white; text-align: center;">12</div> <div style="width: 10%; background-color: #00b050; color: white; text-align: center;">23</div> <div style="width: 40%; background-color: #ffff00; color: black; text-align: center;">61</div> <div style="width: 10%; background-color: #ff0000; color: white; text-align: center;">10</div> </div>	34%	-	-

<b>KEY</b>	<p><b>K</b> KEY DRIVER QUESTIONS</p> <p><b>T</b> TEXT CHANGE SINCE PREVIOUS SURVEY</p>	<p> AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR</p> <p> AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR</p>	<p>Strongly agree   Agree   Neither   Disagree   Strongly disagree</p> <div style="display: flex; justify-content: space-around; width: 100%;"> <div style="width: 15%; background-color: #008000;"></div> <div style="width: 15%; background-color: #00b050;"></div> <div style="width: 15%; background-color: #ffff00;"></div> <div style="width: 15%; background-color: #ff0000;"></div> <div style="width: 15%; background-color: #ff0000;"></div> </div>
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