

Board of Management

People & Culture Committee

Date of Meeting	Wednesday 30 October 2024
Paper No.	PCC1-D
Agenda Item	5.1
Subject of Paper	Staff Wellbeing & Engagement Survey Progress Report
FOISA Status	Disclosable
Primary Contact	Scott M Harrison
Date of production	17 October 2024
Action	For Discussion

1. Recommendations

For the Board Committee to discuss the update on the Robertson Cooper *Good Day at Work* survey.

2. Purpose

Robertson Cooper is an independent organisation, specialising in workplace wellbeing. The Good Day at Work survey provides personalised feedback reports on the overall health, wellbeing and resilience of individual staff, teams and the overall College. This paper will provide an update on progress to date with this survey.

3. Consultation

Consultation on the survey has taken place with teams from across the College including: Human Resources, Equality Diversity & Inclusion, Procurement, Organisational Development, Faculties and Trade Unions.

4. Key Insights

The College opened the Robertson Cooper *Good Day at Work* survey on 5th March 2024 and it closed on 26th March 2024. 66% of staff responded to the survey.

Robertson Cooper gave a presentation of the survey findings to ELT on 25th April 2024 and to the All Managers meeting on 28th June 2024.

Although there was a slight delay in releasing the reports due to industrial action and staffing changes, as planned, managers received their team reports on 20th September 2024. They are currently working with their teams to develop action plans by 30th November 2024. These action plans include local actions to work on within the team/department and college-wide actions which can be submitted for review by SMT.

Organisational Development have offered training to managers on how to interpret their reports and how to create their action plans.

The next report on the Robertson Cooper survey will be to ELT on 20th November 2024 and the Board of Management on 11th December 2024.

Our next steps will be to analyse the actions and track these to ensure implementation as far as possible. It is the intention to repeat the survey.

5. Impact and Implications

The College is a proactive and responsible employer that supports staff with their health and wellbeing. Supporting staff to improve their health and wellbeing can lead to improved job satisfaction, attendance, time-keeping, retention, performance and resilience.