

ONE TEAM – YOUR VIEWS

MIDDLESBROUGH COLLEGE STAFF SURVEY RESULTS
JANUARY 2022

512 Respondents
benchmarked against
35,000 respondents from
colleges across the
country



THE GOOD NEWS!

9 out of 10
staff members said
they were happy
working at
Middlesbrough College

	National Quartile		National Quartile		
98%	Top	Are aware of the organisation's core values	97%	Top	Get help from their colleagues
96%	Top	Believe learners are well supported	96%	Top	Think the work they do is challenging
94%	Top	Feel confident about the future of the organisation	92%	Top	Discussed and agreed their individual training and development needs
92%	Top	Are clear about their department's priorities and targets	92%	Top	Think the college supported them well during the pandemic
91%	Top	Can cope with the demands of their job	90%	Top	Think the organisation's premises are well maintained

WHAT WE CAN DO BETTER

Whilst this survey places us in the **upper quartile** of the sector for pay, benefits and career progression, you are telling us there is still more we can do.

WHAT WE'VE DONE

- 3% Pay Award
- Regular all-staff communications
- Wellbeing newsletters
- Employee Assistance Programme
- Electronic appraisal
- Invested +£400k in staff CPD
- Campus investments
- New technology for staff

COMING SOON

- A new staff portal with clear communications and accurate contact information
- More cloud-based accessible systems
- A new dynamic staff CPD system
- Investment in outreach centres