EQUALITY AND WELLBEING RESULTS

Department of Education, Sport and Culture

OVERVIEW

- Respondents were asked 15 questions in total
- Response from across IOMG based on all questions was 1451
- Response to the survey based on all questions for DESC was 186

Survey Summary

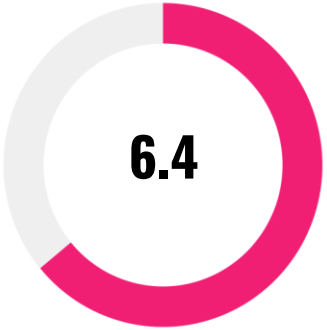
HAVEYOURSAY

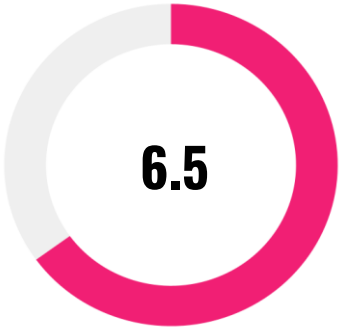
Response Rate

DESC 7.9%

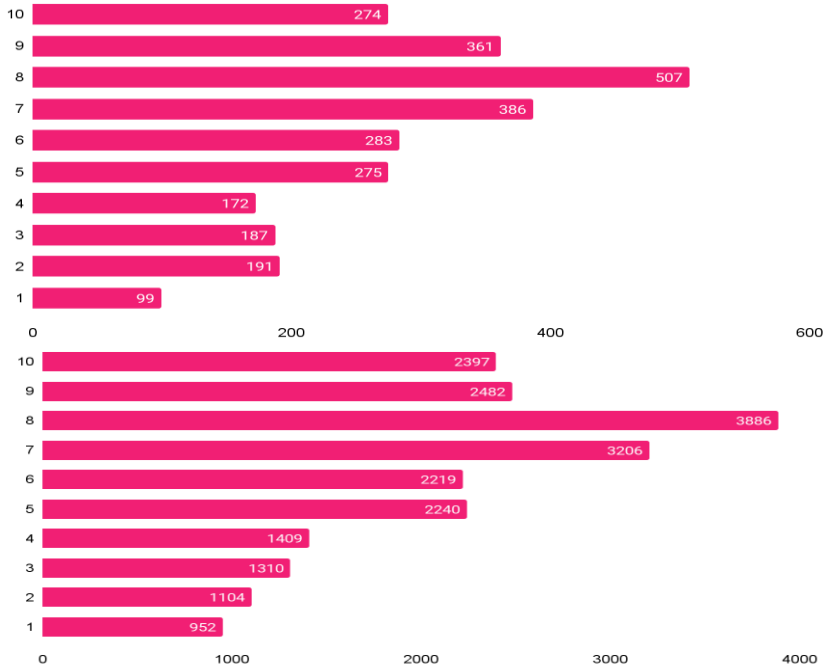
IOMG 16.3%

Average





Score Spread



Question Breakdown

Question	Average	Std.Dev.
To what extent do you feel people of all backgrounds can join and thrive in this organisation? (By background we mean age, disability, ethnicity, gender, sexual orientation, religion and social circumstances).	7.2	2.3
To what extent do you feel that this organisation values diverse teams?	7	2.3
To what extent do you feel that you belong in this organisation?	6.5	2.6
How safe do you feel to be your true self at work?	6.9	2.7
To what extent do you feel safe to openly share your feelings about diversity, inclusion and belonging in this organisation?	6.8	2.6
How positive are your daily interactions with co-workers?	7.2	2.1
How would you rate the balance between your work and home life?	5.9	2.5

Question Breakdown

Question	Average	Std.Dev.
Please note the scale labels for this question are reversed, so 'Always' is negative and 'Never' positive. How often do you feel stressed out work?	4.8	2.4
How would you rate your level of physical fitness?	6.3	2.2
How would you rate your level of nutrition?	7.1	2
How full of energy do you feel in life?	6.1	2.1
How clear are you on what you need to do to feel safe and healthy?	8	2
How likely are you to speak to someone at work if you are experiencing issues?	5.3	2.9
To what extent do you feel your mental and physical wellbeing is supported by us?	4.8	2.7

Question Breakdown

Question	Average	Std.Dev.
Overall how happy are you working here?	6.4	2.4

Highs

Type	Question	Average
High	How clear are you on what you need to do to feel safe and healthy?	8
High	To what extent do you feel people of all backgrounds can join and thrive in this organisation? (By background we mean age, disability, ethnicity, gender, sexual orientation, religion and social circumstances).	7.2
High	How positive are your daily interactions with co-workers?	7.2
High	How would you rate your level of nutrition?	7.1
High	To what extent do you feel that this organisation values diverse teams?	7

Lows

Type	Question	Average
Low	To what extent do you feel your mental and physical wellbeing is supported by us?	4.8
Low	Please note the scale labels for this question are reversed, so 'Always' is negative and 'Never' positive. How often do you feel stressed out work?	4.8
Low	How likely are you to speak to someone at work if you are experiencing issues?	5.3
Low	How would you rate the balance between your work and home life?	5.9
Low	How full of energy do you feel in life?	6.1

Heatmap

Question	Youth and Sports	Advisory and Support	Department of Education Sport and Culture	Primary Education	University College Isle of Man	Secondary Education
How clear are you on what you need to do to feel safe and healthy?	8.3	8.9	8	8.3	7.6	8.3
How would you rate your level of nutrition?	7.6	7.9	7.4	7.4	7.5	6.5
To what extent do you feel people of all backgrounds can join and thrive in this organisation?	8	7.8	7.3	6.9	7.3	7.2
How positive are your daily interactions with co-workers?	7.8	6.6	7.4	7.6	6.6	7.4
How safe do you feel to be your true self at work?	7.9	6.5	7.1	7.5	6.5	6.8
To what extent do you feel that this organisation values diverse teams?	7.9	7.3	7.3	7.1	6.9	7
To what extent do you feel safe to openly share your feelings about diversity, inclusion and belonging in this organisation?	7.3	8	6.8	7.5	6.6	6.6

Heatmap

Question	Corporate Services - DESC	Culture Division	Other
How clear are you on what you need to do to feel safe and healthy?	7.8	7.8	6.4
How would you rate your level of nutrition?	6.3	7	7.2
To what extent do you feel people of all backgrounds can join and thrive in this organisation?	6.5	5.6	6.4
How positive are your daily interactions with co-workers?	7.7	6.6	5.6
How safe do you feel to be your true self at work?	6.1	7.8	5.8
To what extent do you feel that this organisation values diverse teams?	5.8	5.6	6.2
To what extent do you feel safe to openly share your feelings about diversity, inclusion and belonging in this organisation?	6.4	6.6	4.6

Heatmap

Question	Youth and Sports	Advisory and Support	Department of Education Sport and Culture	Primary Education	University College Isle of Man	Secondary Education
To what extent do you feel that you belong in this organisation?	8	6.5	6.5	6.7	6.3	6.7
How would you rate your level of physical fitness?	7.5	6.4	6.5	6.1	6.3	6.5
How full of energy do you feel in life?	6.9	7.3	6.7	5.8	6.3	5.7
Overall how happy are you working here?	8.2	6.1	6.5	7	6.1	6.4
How would you rate the balance between your work and home life?	7.9	5.8	6.6	5.7	6.4	4.9
How likely are you to speak to someone at work if you are experiencing issues?	6.9	6.3	5.2	5.5	5.6	4.8
Please note the scale labels for this question are reversed, so 'Always' is negative and 'Never' positive. How often do you feel stressed at work?	6.2	5.5	6.2	4.5	5.1	4

Heatmap

Question	Corporate Services - DESC	Culture Division	Other
To what extent do you feel that you belong in this organisation?	5.5	5.8	4.8
How would you rate your level of physical fitness?	5.8	5.8	6.2
How full of energy do you feel in life?	6.7	5.8	5.6
Overall how happy are you working here?	5.5	5.6	4.8
How would you rate the balance between your work and home life?	6.4	5.2	4.2
How likely are you to speak to someone at work if you are experiencing issues?	6.3	4.6	2.8
Please note the scale labels for this question are reversed, so 'Always' is negative and 'Never' positive. How often do you feel stressed at work?	5.6	4.8	4.6

Heatmap

Question	Youth and Sports	Advisory and Support	Department of Education Sport and Culture	Primary Education	University College Isle of Man	Secondary Education
To what extent do you feel your mental and physical wellbeing is supported by us?	6.4	6	5.6	4.8	4.6	4.5
Average	7.5	6.9	6.7	6.6	6.4	6.2

Heatmap

Question	Corporate Services - DESC	Culture Division	Other
To what extent do you feel your mental and physical wellbeing is supported by us?	5.3	3.4	2.8
Average	6.2	5.9	5.2

Sharing Results

HAVEYOURSAY

- Keep it conversational in the meeting – this is another opportunity to build trust and openness. Ask people to contribute their perspective in the meeting. Check whether the results are consistent with what people think and feel. It is a good opportunity to sense check and create ongoing dialogue which builds trust.

- Focus – Be wary of spending too much time comparing results to other areas of your organisation. This is an opportunity to focus on how your team feel and making the environment better for them.

- Action Plan – Ensure your action plan aligns with the work taking place to address feedback for the business as a whole. Make sure actions are realistic and avoid a long list of tasks. Create a specific action plan with your team that build on strengths and address areas of concern. You can use the template provided. Attribute jobs / timings / commitments to individuals or groups.

- Follow Up – Book in time to follow-up on actions. You'll need to decide whether that is weekly / monthly / quarterly. Everyone should be kept up to date on progress and feel the importance of contributing to improving the culture.

- Share – Share your experience with other managers / your programme lead and help improve the impact feedback has on your culture and to improve this programme.

Next Steps

CELEBRATE

The things we do well:

THINK ABOUT HOW WE CAN BUILD ON OUR STRENGTHS AND LEARN WHAT WE ARE GOOD AT.

INVESTIGATE

Are there any other opportunities coming out of the results that we want to explore further?

HOW COULD WE INVESTIGATE? THROUGH LOOKING AT THE DATA IN MORE DETAIL OR THROUGH DISCUSSIONS WITH STAFF?

OPPORTUNITIES

Areas we need to focus on and turn into action plans:

WHAT ARE THE KEY THINGS WE NEED TO IMPROVE TO MAKE WORKING HERE BETTER?

Next Steps

Now you have your survey results, what's next?

Visit the LEaD website to explore our new 'Engagement Toolkits' offering you a range of resources and information to assist you with your post-survey plans.

Click here to access the website.

If you would like more support, LEaD are here to help. Get in touch:

E-Mail: lead@gov.im
Call: 685724