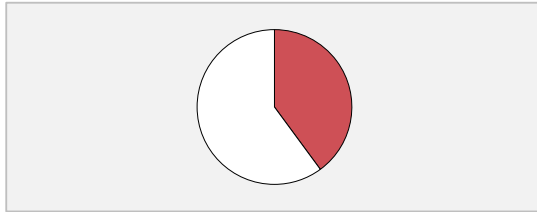


This report includes respondents from All Respondents



Oldham Sixth Form College surveyed 213 staff members of whom 85 replied. This represents a return rate of **40%** which is very poor for this type of survey.

Results Summary

The table below shows a summary of the results of the survey. They are given in terms of an agree percentage, a rating and a distance travelled.

	Agree%	Rating	Distance Travelled
Overall Perception:	89	71	+5
Feeling Safe:	89	73	+7
Recommend:	95	79	+8

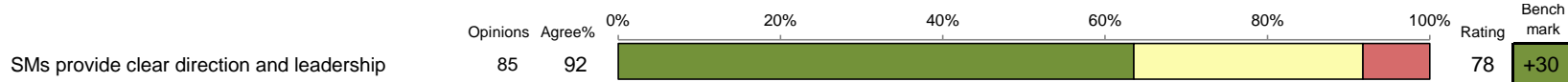
Strengths and Weaknesses

The questions have been selected using the rating score only. The graphs shows the returns received, the number received and the number of staff members who agreed with the question. On the right of the graph the benchmark is an external comparison, if applicable, of the sixth form against similar sixth forms surveyed by QDP.

Staff members felt most satisfied with the following:

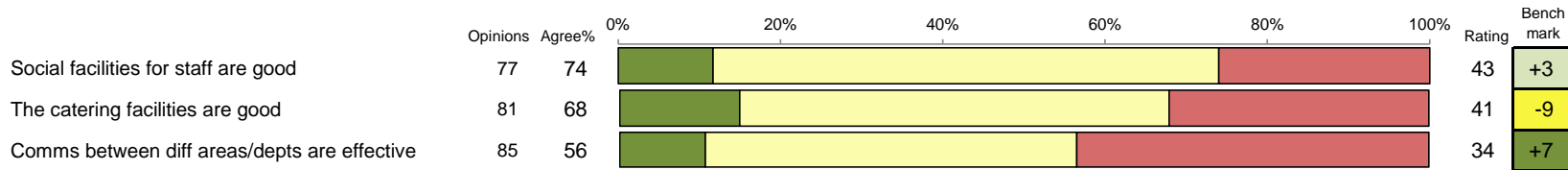


'SMs provide clear direction and leadership' was the greatest strength when compared externally against similar sixth forms surveyed by QDP:

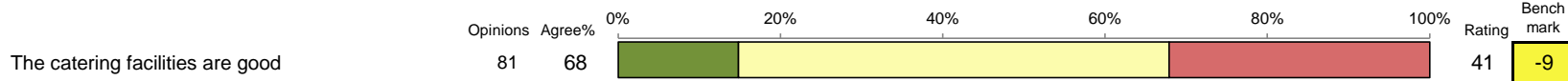


This report includes respondents from All Respondents

Staff members felt least satisfied with the following:



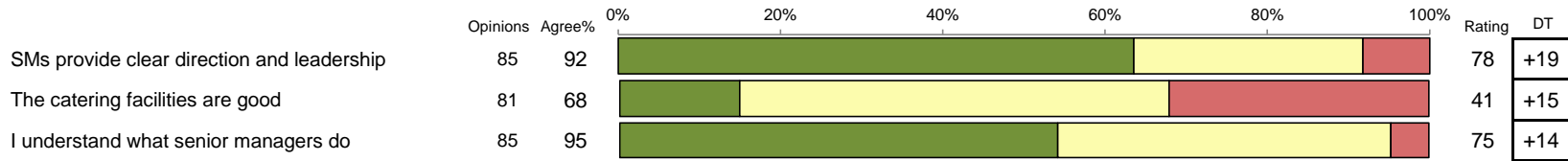
'The catering facilities are good' was the greatest weakness when compared externally against similar sixth forms surveyed by QDP:



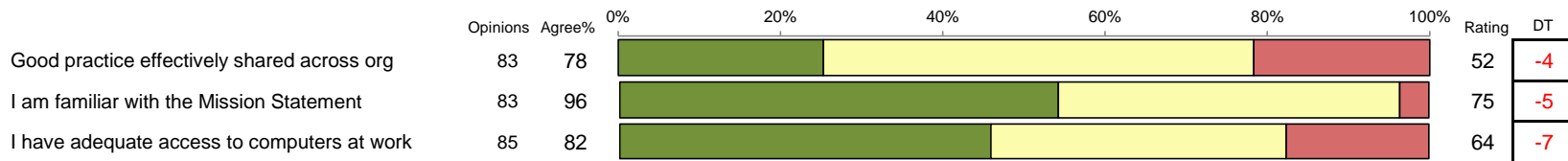
Improvements and Concerns

The comparisons in this section are made using the rating score and are against Staff Survey 2016.

Staff members felt most improvements were made in the following areas:



Staff satisfaction had dropped in the following areas:



This report includes respondents from All Respondents

Frequently asked questions:

1. What is a Respondent?
2. What does a Return Rate of very poor mean?
3. How is Agree% calculated?
4. How is the Rating calculated?
5. How is the Distance Travelled calculated?
6. What does the colour coding for Agree% and Rating mean?
7. Which questions are included in the 'Feeling Safe' score?
8. Which questions are included in the 'Recommend' score?
9. How have the Strengths and Weaknesses been chosen?
10. What does the QDP Benchmark figure mean?
11. How have the Improvements and Concerns been chosen?

1. What is a Respondent?

A respondent is someone who has expressed an opinion. In other words, for example, they have answered Agree Completely, Agree Mostly, Disagree Mostly or Disagree Completely. If they have not answered a question or have chosen n/a they will be excluded from that part of the analysis.

[back](#)

2. What does a Return Rate of very poor mean?

The return rate of this survey has been compared against 17 sixth forms across the UK. The return rate of very poor is best described as follows:

very poor	poor	average	good	very good
is in the bottom fifth of return rates	is in the fourth fifth of return rates	is in the middle fifth of return rates	is in the second fifth of return rates	is in the top fifth of return rates
you are in the lowest 20% of return rates achieved	60% of sixth forms achieved a better return but, 20% of sixth forms achieved a worse return	40% of sixth forms achieved a better return but, 40% of sixth forms achieved a worse return	20% of sixth forms achieved a better return but, 60% of sixth forms achieved a worse return	you are in the top 20% of return rates achieved

[back](#)

3. How is Agree% calculated?

Using the answers to question 'Social facilities for staff are good' as an example, the Agree% calculation can be demonstrated as follows:

Answer	No. staff members	Score	..which equals..	..an Agree% of..
Strongly Agree	9	1	9	74% ..calculated by.. $(57/77) * 100$
Agree	48	0.5	48	
Disagree	15	0	0	
Strongly Disagree	5	0	0	
TOTALS	77	-	57	

The Agree Percentage can be used when sharing the results with staff members or for PR purposes as it is easily explained and understood. However, QDP recommend the use of the Rating, see below, when comparing internally and externally as it provides a wider range of scores and measures the level of enthusiasm for a particular question.

This report includes respondents from All Respondents

[back](#)

4. How is the Rating calculated?

Using the answers to question 'Social facilities for staff are good' as an example, the Rating calculation can be demonstrated as follows:

Answer	No. staff members	Score	..which equals..	..a Rating of..
Strongly Agree	9	1	9	43 ..calculated by.. (33/77) * 100
Agree	48	0.5	24	
Disagree	15	0	0	
Strongly Disagree	5	0	0	
TOTALS	77	-	33	

Answering 'Strongly Agree' means staff members are in 100% agreement with 'I know who the organisation's senior managers are'. Answering 'Agree' means staff members are 50% in agreement with 'I know who the organisation's senior managers are' and so on. Using a 'Score' value of less than 1 (100%) reduces the positive influence the answer has on the survey results. The Rating should be used when comparing internally and externally as it provides a wider range of scores, is easier to make and measure the impact a particular action is making and it provides a measures of the level of enthusiasm for a particular question.

[back](#)

5. How is the Distance Travelled calculated?

The Distance Travelled compares the Rating achieved for this survey against those achieved within the Staff Survey 2016. A positive score indicates an improvement of the perception of staff members over the period. A negative a worsening.

[back](#)

6. What does the colour coding for Agree% and Rating mean?

The colour coding indicates in which quartile the score falls when compared to the QDP national benchmark of 3,385 staff members from 17 sixth forms. The colour coding is:

Dark Green	The Top 25% of sixth forms
Light Green	The Second 25%
Yellow	The Third 25% (Note - below the average)
Red	The Lowest 25%

[back](#)

7. Which questions are included in the 'Feeling Safe' score?

I feel safe at work

Emotional & mental health are safeguarded

[back](#)

8. Which questions are included in the 'Recommend' score?

Recommend organisation as a good place to work

[back](#)

9. How have the Strengths and Weaknesses been chosen?

The 3 questions with the highest Rating score are selected as the strengths within the questionnaire. Similarly the 3 questions with the lowest Rating score are chosen as the weaknesses. In the unlikely event of a tie the first within the questionnaire is chosen. If applicable and in addition to the above questions, which are chosen using the scores within the questionnaire, a single strength and a single weakness are also selected using the difference from QDP Benchmark.

This report includes respondents from All Respondents

[back](#)

10. What does the QDP Benchmark figure mean?

The QDP Benchmark figure is the average score for each individual question across the 3,385 staff members from 17 sixth forms within the 'All Data' QDP national benchmark. The colour coding is applied as described above.

[back](#)

11. How have the Improvements and Concerns been chosen?

The Improvements are chosen using the difference in the Rating score between this survey and Staff Survey 2016. The top 3 positive differences are selected. The difference must be positive and therefore there may not be 3 chosen. In the case of a tie the first within the questionnaire is used. Similarly for the Concerns which are the 3 lowest differences and in this case they must be negative scores.

[back](#)