

A black and white photograph of a woman with curly hair, wearing a dark vest over a light-colored short-sleeved top and a lanyard with an ID badge. She is smiling and looking towards a man on the left, whose profile is visible. The background is a textured wall.

Employee Engagement Survey: Core questions 2026

Employee Engagement Survey

Survey questions

Colleagues

- Colleagues trust and respect each other
- I receive support and encouragement from colleagues at work
- I work with skilled, competent people who are good at their jobs

Leadership

- By leadership group we mean: XX
To ensure that your staff are thinking about the right group of people when they complete questions in this section, you can define who you mean by leadership team in whatever way will be most recognisable for your staff, e.g. 'senior management team'. This definition will show next to questions that refer to this group.
- I am confident that the leadership group is able to make the organisation successful
 - I believe that the leadership group will act on the results of this survey
 - I trust and respect the leadership group in this organisation
 - I believe that the leadership group are taking us in the right direction
 - The leadership group leads by example
 - The leadership group understands the views and opinions of staff
 - This organisation manages change effectively
 - The decisions made by the leadership group are clearly communicated to me **[1]**
- [1]** This question is a new addition for 2026.

Management

- I trust and respect my manager
- My manager helps foster a good spirit within the team
- My manager inspires me to do my best
- My manager seeks my input and involves me where appropriate
- My manager trusts and respects me

Performance Management

- I receive regular, timely feedback that helps me improve my performance
- My manager takes prompt action if people's performance falls below acceptable standards
- High standards of performance are expected of all employees
- The judgements made about my performance are fair and unbiased
- I receive regular feedback and thanks for doing good work

Communication

- I am kept informed of what is happening elsewhere in the organisation
 - I am not afraid to openly express my ideas and opinions
 - My ideas and opinions are given serious consideration
 - This organisation is open, honest and shares information effectively
 - Communication styles at this organisation are inclusive **[2]**
- [2]** This question is a new addition for 2026.

Learning and Development

- It is common practice for experienced colleagues to coach and mentor new starters

This organisation encourages me to learn and develop my potential

This organisation provides me with good learning and development opportunities

This organisation helps me acquire skills and knowledge that will benefit my future career

Knowledge and good practice are shared across this organisation to promote learning

Employee Wellbeing

This organisation cares about its employees

This organisation gives a high priority to employee welfare and health & safety

I am treated with fairness, respect and dignity at work

I am able to achieve a good work life balance

I feel supported in managing my working hours and workload

My workload is excessive and prevents me doing a good job

I feel my job is secure

I feel empowered to adopt ways of working that suit the needs of the organisation as well as my personal life

Reward

I have a clear understanding of the organisation's approach to pay and reward

I am rewarded fairly for the contribution I make in my job

I am rewarded fairly in comparison with others in the organisation doing similar work

My pay is competitive compared with other similar organisations

This organisation offers a good benefits package (holiday, sick pay, pension etc.)

Service

I believe that this organisation delivers a high-quality service to its members

I receive a good service from other departments in the students' union

People in other departments are skilled and competent to do their jobs

Our services are delivered in a cost-effective way

Values

People in this organisation have a shared sense of purpose

This organisation would forgive an honest mistake on my part

This organisation has strong values which are put into practice

This organisation operates to high ethical standards

This organisation encourages innovation

Different parts of the organisation work well together

I find it easy to collaborate with other parts of the organisation [3]

[3] This question is a new addition for 2026.

Equality, Diversity and Inclusion

This organisation values diversity

People within the organisation consistently treat each other with respect and dignity

The organisation works to attract, develop and retain people with diverse backgrounds

This organisation has a culture that nurtures and encourages those from an under-represented group to pursue their chosen career

I feel that I belong in this organisation

I feel there are as many opportunities for me to succeed in this organisation as there are for my peers
I have the necessary knowledge and skills to promote equality, diversity and inclusion in my everyday work
The Leadership group demonstrates their commitment to Equality, Diversity and Inclusion [4] [4] This question is a new addition for 2026.
This organisation is committed to promoting representation of people from diverse groups at senior levels [5] [5] This question is a new addition for 2026.
Perspectives like mine are included in decision-making at this organisation [6] [6] This question is a new addition for 2026.

Role

I am provided with the support and tools necessary to do my job effectively
My job is well defined and my accountabilities are clear
I am familiar with organisation policies and procedures which affect me
I understand the organisation's priorities and where the organisation is going
The work that I do gives me a feeling of personal achievement
I feel that my work contributes to the organisation's performance

Engagement

I feel proud to work for this organisation
I would recommend this organisation as a good place to work
I would willingly put in extra effort in order to help the organisation
I feel a strong sense of identification with this organisation
I would like to still be working for this organisation in 12 months' time [7] [8] [7] For survey respondents who answered strongly agree or agree to the previous question, they will be then asked to pick up to three provided statements in answer to the following question 'What are the main reasons you plan to stay?' [8] For survey respondents who answered neither agree nor disagree, disagree or strongly disagree to the previous question, they will be then asked to pick up to three provided statements in answer to the following question 'Why are you considering leaving?'

Culture question

[9] Survey respondents can select up to five words or phrases from a list of 46 to describe the culture they regularly experience at work.
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Open questions

Guidance for survey respondents: To ensure the information you provide is confidential please do not give your own name, names of other people or write anything that may identify you or other individuals
Here you can pick up to three free-text open question specific to your organisation that your survey respondents will be asked. Below we've included a few examples of open questions SUs have used before: - What is the best thing about working for this organisation? - What one thing would you change about working for this organisation? - Describe in 3 words what it feels like to work in this organisation now - What one thing would you like to ask the chief executive/general manager?
Open question 1
Open question 2
Open question 3

Demographic questions

How long have you worked for this organisation?	Less than 6 months
	6 months – 2 years
	2 – 5 years
	5 – 10 years
	More than 10 years
How would you describe your working hours?	Full Time
	Part Time
How would you describe your contract type?	Permanent
	Fixed Term
	Casual
Do you manage or supervise staff?	Yes
	No
Which of the following best describes your role?	Student staff
Q explanatory text: By 'student staff' we mean: You are a student at the institution and work at the SU alongside your studies in a part time capacity.	Career staff (or elected officer)
Are you or have you ever been an elected officer in a students' union?	Yes
	No
Which of the following best describes how you think of yourself?	Woman (including trans woman)
	Man (including trans man)
	I prefer to self-describe
	Non-binary
	Prefer not to say
To which of the following age groups do you belong?	Under 21
	21 - 30
	31 - 40
	41 - 50
	51 - 60
	61 – 70
	Over 70
	Prefer not to say

To which of the following ethnic groups do you belong?	Arab
	Asian or Asian British: Indian
	Asian or Asian British: Bangladeshi
	Asian or Asian British: Chinese
	Asian or Asian British: Pakistani
	Asian or Asian British: Other
	Black or Black British: African
	Black or Black British: Caribbean
	Black or Black British: Other
	Jewish
	Mixed/Multiple: White and Black Caribbean
	Mixed/Multiple: White and Black African
	Mixed/Multiple: White and Asian
	Mixed: Other
	White: British
	White: Other
	Any other ethnic group
	Prefer not to say
	Gypsy or Irish Traveller
	Roma
	Latin/South/Central American
	Mixed British and Latin/South/Central American
What is your religion, faith or belief?	Atheist
	Buddhist
	Christian (including Church of England, Catholic, Protestant and all other Christian denominations)
	Hindu
	Jewish
	Muslim
	Sikh
	Any other religion
	None
	Prefer not to say

Do you consider yourself to have a specific learning disability, other disability, impairment or long-term health condition?	Yes
	No
	Prefer not to say
Do you have any caring responsibilities for any children under the age of 18?	Yes
	No
	Prefer not to say
Do you have any caring responsibilities for anyone over the age of 18?	Yes
	No
	Prefer not to say
Which of the following options best describes your sexual orientation/preference?	Bisexual/Bi
	Gay/Lesbian
	Heterosexual/Straight
	Queer
	Prefer to self-describe
	Prefer not to say
Are you currently working from home?	Yes - all of my working time
	Yes - some of my working time
	No
	Prefer not to say
Additional Demographic Question 1: Department This demographic will be preloaded to your survey. If you wish to add this demographic, please ensure you include this information when uploading your People Data.	
Additional Demographic Question 2: Team This demographic will be preloaded to your survey. If you wish to add this demographic, please ensure you include this information when uploading your People Data.	
If you wish to have a different demographic to Department and Team e.g. Location, grade, etc. Please let us know.	

The following four questions are new additions for 2026 **[10]** **[11]** **[12]** **[13]**

[10] What was the occupation of your main household earner when you were aged about 14?	Modern professional and traditional professional occupations such as: teacher, nurse, physiotherapist, social worker, musician, police officer (sergeant or above), software designer, accountant, solicitor, medical practitioner, scientist, civil or mechanical engineer.
	Senior, middle or junior managers or administrators such as: finance manager, chief executive, large business owner, office manager, retail manager, bank manager, restaurant manager, warehouse manager.
	Clerical and intermediate occupations such as: secretary, personal assistant, call centre agent, clerical worker, nursery nurse.
	Technical and craft occupations such as: motor mechanic, plumber, printer, electrician, gardener, train driver.
	Routine, semi-routine manual and service occupations such as: postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, sales assistant, HGV driver, cleaner, porter, packer, labourer, waiter or waitress, bar staff.
	Long-term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year)
	Small business owners who employed less than 25 people such as: corner shop owners, small plumbing companies, retail shop owner, single restaurant or cafe owner, taxi owner, garage owner (code = intermediate)
	Other such as: retired, this question does not apply to me, I don't know
[11] Which type of school did you attend for the most time between the ages of 11 and 16?	Prefer not to say
	A state-run or state-funded school
	Independent or fee-paying school
	Independent or fee-paying school, where I received a bursary covering 90% or more of my tuition
	Attended school outside the UK
	I do not know
[12] If you finished school after 1980, were you eligible for free school meals at any point during your school years?	Prefer not to say
	Yes
	No
	Not applicable (finished school before 1980 or went to school overseas)
	I do not know
[13] Did either of your parents attend university by the time you were 18?	Prefer not to say
	No, neither of my parents attended university
	Yes, one or both of my parents attended university
	Do not know or not sure