



Dear Charter Leads,

Thank you for your time in taking part in the evaluation survey earlier this year about your involvement with the GM Good Employment Charter. As part of the next phase of the evaluation, GMCA are working with Manchester Metropolitan University to understand the impacts of the charter on **employee** perceptions of good work. To this end, we have designed a short survey that is intended for employees and managers at all levels to complete in all organisations that are involved with the charter as either a supporter or member.

As part of the research project, we would like to ask for your help in sending out the survey to all your employees. The survey takes approximately 5-10 minutes to complete.

This will allow us to explore and capture best practice, and share areas for development and further support that can feed in to the ongoing evolution and design of the charter. Your involvement in the evaluation study will help us to further strengthen good employment across Greater Manchester.

We know that completing staff surveys can be tiresome, especially if your employees are already undertaking other similar activities such as internal staff surveys. This is why we've made the survey intentionally short. It only asks about each of the seven charter areas and therefore gathers information that is wholly relevant to the charter.

We have added some more information here that should answer any questions you may have. Participation is of course voluntary, but we would encourage you to participate to help shape best practice and share learning about the charter. **You will receive a summary report that highlights best practice and areas for development across different industries. You may use this to explore how you can further enhance your employees' experiences of good work. Additionally, if you would like a one page summary of your own organisation's scores across each area of good employment please email the research team: s.crozier@mmu.ac.uk . *Please note that GMCA do not have access to individual survey data – only aggregate scores that do not name individual organisations are circulated outside of the Manchester Metropolitan University research team.***

Manchester Metropolitan University evaluation study: Information for Charter Supporter Organisations

What am I being asked to do?

As the lead for charter implementation in your organisation, we would like to ask you to invite your employees to participate in the evaluation study by sending them a link to a short online survey that will capture their views about good employment.

How is the data captured?

The survey is in an online format. This means that you can invite your employees to complete it by sending them a link to the survey website by email. We will also provide the wording for the survey invitation. Ideally, the invitation should be sent to all employees within your organisation where possible. If you have employees who do not have access to the internet/a PC/electronic device, please contact the research team and we can make the survey available in different formats.

What do the questions ask about?

In the employee survey, a small number of questions are posed on each of the seven charter themes (Secure work, flexible work, a real living wage, workplace engagement and voice, recruitment practices and progression, excellent people management, a productive and healthy workplace). Participants are asked to express the extent of their agreement on each of the items (for example: "My job offers good prospects for career advancement") by selecting an option from strongly disagree to strongly agree. They are also asked about 'good employment' in general. There is the option for participants to add some written text about each of the charter themes if they would like to provide more information. A number of questions have been added so that the impact of the pandemic is accounted for in the survey.

Is the data anonymous?

For the purpose of the report, GMCA and Manchester Metropolitan University will not name any individuals or organisations when reporting the data. Instead, data will be presented and grouped by sector and organisation size so that all organisations may learn from each other about the things that are going well and things that can be improved. This will help to share best practice and will also encourage completion.

In the survey, employees are asked to select their organisation name from a drop- down list. This is so that you can be provided with a one-page summary of your own organisation's scores should you wish. To comply with GDPR, you must request a copy of your one page summary report direct from the Manchester Metropolitan University research team. GMCA and the Charter Unit will not be able to send this information to you as they will not have access to the data set or to individual organisations' scores. Likewise, the research team cannot contact you directly as GMCA cannot share with them your email address. You are free to contact Dr Sarah Crozier at Manchester Metropolitan University to request a copy of your report (s.crozier@mmu.ac.uk)

How will the data be used?

The data from the surveys will be analysed to create scores for each area of the charter. This will allow GMCA and Manchester Metropolitan University to assess which areas of the charter are going well and which may need further development and support. In addition, any text data provided will be used to create illustrative examples of different areas of the charter in practice. The data will be split by industry and organisational size so that trends in the data can be identified. The survey may be completed again at a later date so that the scores can be compared to enable progress across each of the charter areas to be assessed.

Where can I get further information?

If you have any questions or would like further information, please contact Dr Sarah Crozier from the Manchester Metropolitan University research team s.crozier@mmu.ac.uk

Wording for survey invite: PLEASE PASTE THIS IN TO AN EMAIL TO YOUR EMPLOYEES

EMAIL title: GM Good Employment Charter Evaluation: Survey

Dear Colleagues,

Please see the following invitation from the Manchester Metropolitan University research team:

Greater Manchester Combined Authority (GMCA) are working with Manchester Metropolitan University to understand the impacts of the introduction of the [GM Good Employment Charter](#). As you may know, your organisation has signed up to the Charter. We would like to invite you to take part in a short online survey that will take approximately 5-10 minutes of your time. This survey aims to capture your experiences of Good Employment across the seven areas of the charter (Secure work, flexible work, a real living wage, workplace engagement and voice, recruitment practices and progression, excellent people management, a productive and healthy workplace). We are interested in capturing best practice and areas for development so that all organisations can learn from one another about how to strengthen good employment.

The survey asks you to provide some information about yourself and your job role but we do not collect information to personally identify any individual employees. All of the data you provide in the survey is confidential and anonymous. Survey responses will be grouped together across your organisation, and also different industries and sectors to provide an understanding of the average scores. The survey is accessed by following the link below – more information about how your data is used is provided on the first page of the survey

PLEASE ACCESS THE SURVEY HERE:

[Good Employment Charter Employees/Managers 2021 \(onlinesurveys.ac.uk\)](https://onlinesurveys.ac.uk)

Many thanks for helping with this important part of our evaluation study.