

Privacy Policy for the Teaching Cultures Survey 2025

Responsibility for the data

The Teaching Cultures Survey (TCS) is being conducted by R. H. Graham Consulting Limited. R. H. Graham Consulting Limited is the data controller, meaning we decide how your personal data is processed and for what purposes. More information can be found on <https://rhgraham.org>. For all data matters email us directly at privacy.tcs@rhgraham.org.

R. H. Graham Consulting Limited is registered with the Information Commissioner's Office in the UK, and our entry can be found using the registration number [ZA547268](#).

Legal basis for processing the data

The UK GDPR requires us to establish a legal basis for processing data from the Teaching Cultures Survey. We will ask you for informed consent. You will be given details about the survey in the information sheet attached to the invitation email. Based on this information, you will be asked to give your consent to take part in the survey. If you do not consent then you will be routed out of the survey before answering any questions.

Objectives of the survey

The TCS is a global, cross-institutional survey designed to explore perceptions and experiences of how teaching is rewarded in academic careers. Survey respondents are university academics who hold a contract of employment with their university. Three cross-section surveys will be undertaken in all. Surveys were conducted in 2019 and 2022, and the final survey is being repeated in 2025.

The survey is undertaken as a collaboration between the participating institutions and [Advancing Teaching](#), a global initiative focused on improving the reward of university teaching.

Type of data collected

The data captured are the responses to the TCS. The survey asks participants to answer questions on their job role, discipline, gender and length of employment at their university. Other survey questions ask about attitudes, opinions and experiences of how teaching is supported and rewarded within their university's career structures. Participation in the survey is voluntary, and respondents may skip any questions they prefer not to answer.

Data anonymisation

Your data will be anonymised in all published reports and data sets to ensure no individual can be identified.

The survey does not collect personal information such as name or email addresses, nor does it capture the participant's IP address. However, responses may be indirectly identifiable if they are combined and then compared with external data sources (e.g., gender + department + length of employment). These survey data are only available to the team processing the survey results; none of the individual responses are accessible by the participating universities.

The survey results from each university are combined into amalgamated data sets. An individual's responses cannot be identified from these output data sets.

Data security and sharing

Survey data will be stored securely in systems compliant with ISO27001 standards.

Access to the survey data will be restricted to the members of the survey team. The members of the survey team are contracted by R. H. Graham Consulting Limited. None of the individual participating universities will have access to the survey data, only aggregated findings from it. We will not share the survey data with any third parties.

Data retention

Unprocessed survey data will be deleted from the survey tool (Qualtrics XM) within six months after the completion of TCS 2025 at all participating universities.

The survey data will be retained by the survey team until the completion of the overall project, including the delivery of all the survey findings, which is anticipated to be late 2025. The data will be kept for a further year to allow for any queries or audits that may be required. After this period, all data will be securely destroyed.

Participant rights

Under UK GDPR, participants can request access to or corrections of their data. However, as the survey does not collect identifiable information, individual responses cannot be linked back to participants. As a result, we cannot provide access to or modify individual data after submission. If you have questions or concerns about how your data is handled, please contact R H Graham Consulting Limited at privacy.tcs@rhgraham.org.

Transfer of data abroad

We will not transfer data outside the EU and UK.

Changes to our privacy policy

Any changes we may make to our privacy policy in the future will be posted on the following webpage: www.teachingcultures.com/resources/TCS_Privacy.pdf. Please check back frequently to see any updates or changes to our privacy policy.

Queries or concerns

If you have questions about this privacy policy or the survey, please contact R H Graham Consulting Limited at privacy.tcs@rhgraham.org.

How to make a complaint

To exercise all relevant rights, queries or complaints please in the first instance contact R H Graham Consulting Limited (privacy.tcs@rhgraham.org).

If this does not resolve your complaint to your satisfaction, you have the right to lodge a complaint with the Information Commissioners Office via email <https://ico.org.uk/global/contact-us/email/> or at the Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF, England.