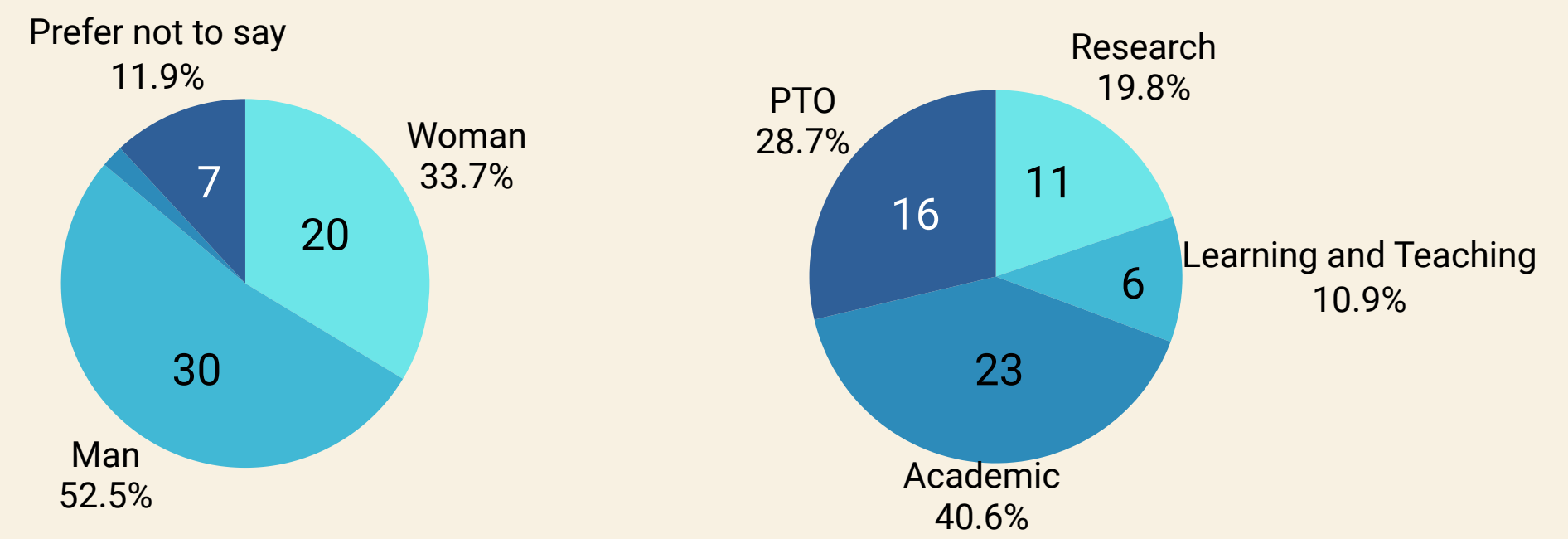


ESE Athena SWAN Staff Culture Survey 2023

Imperial College London



Demographics

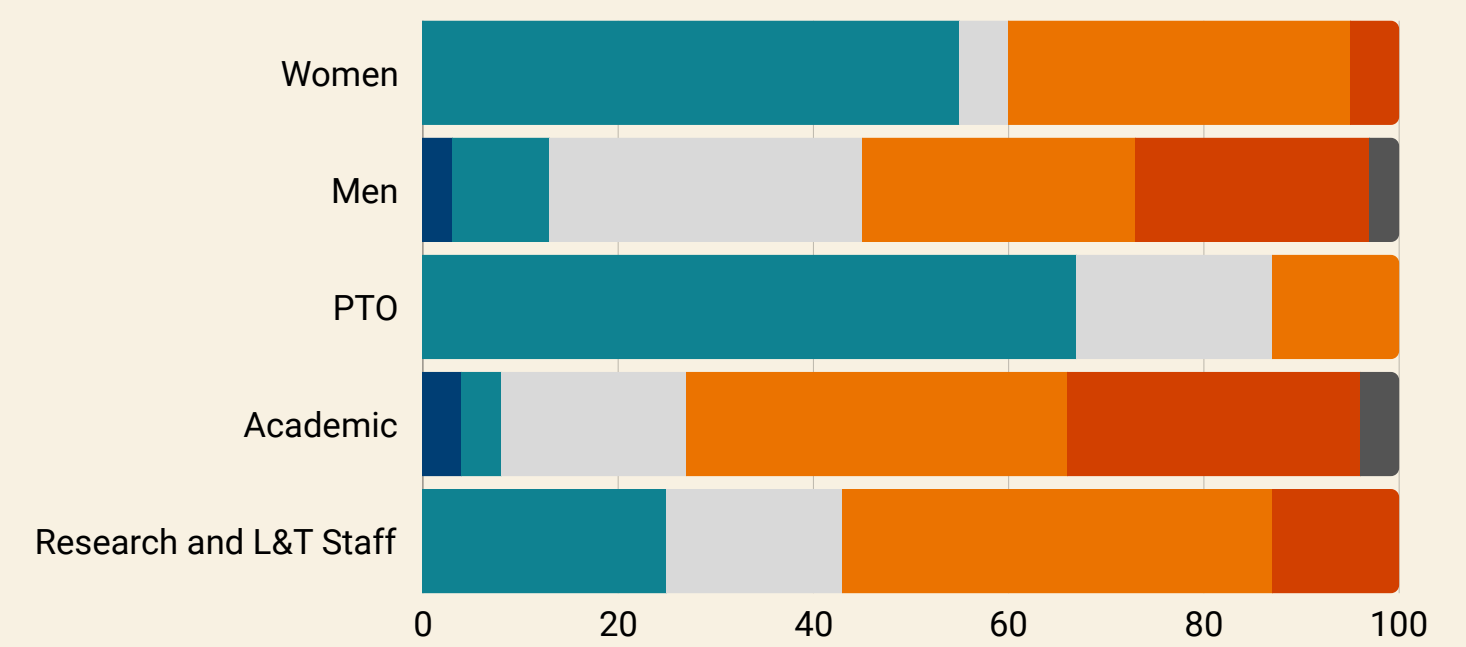


Overview survey responses

The annual ESE Athena SWAN staff culture survey ran summer 2023. There were 64 responses. The charts below aim to provide a summary of key results rather than a full overview. A full overview can be viewed on the ESE Athena SWAN webpage which is accessible via the QR code. The summary includes the 7 core questions listed in the Athena SWAN guidance, positive results, areas of improvement and comparison sections. There is a key listed below. Questions/statements have been paraphrased for brevity. Please note as charts are broken down by staff type/gender, the number of responses will be lower. If you have any questions, please contact either Sophia Quazi or Becky Bell.

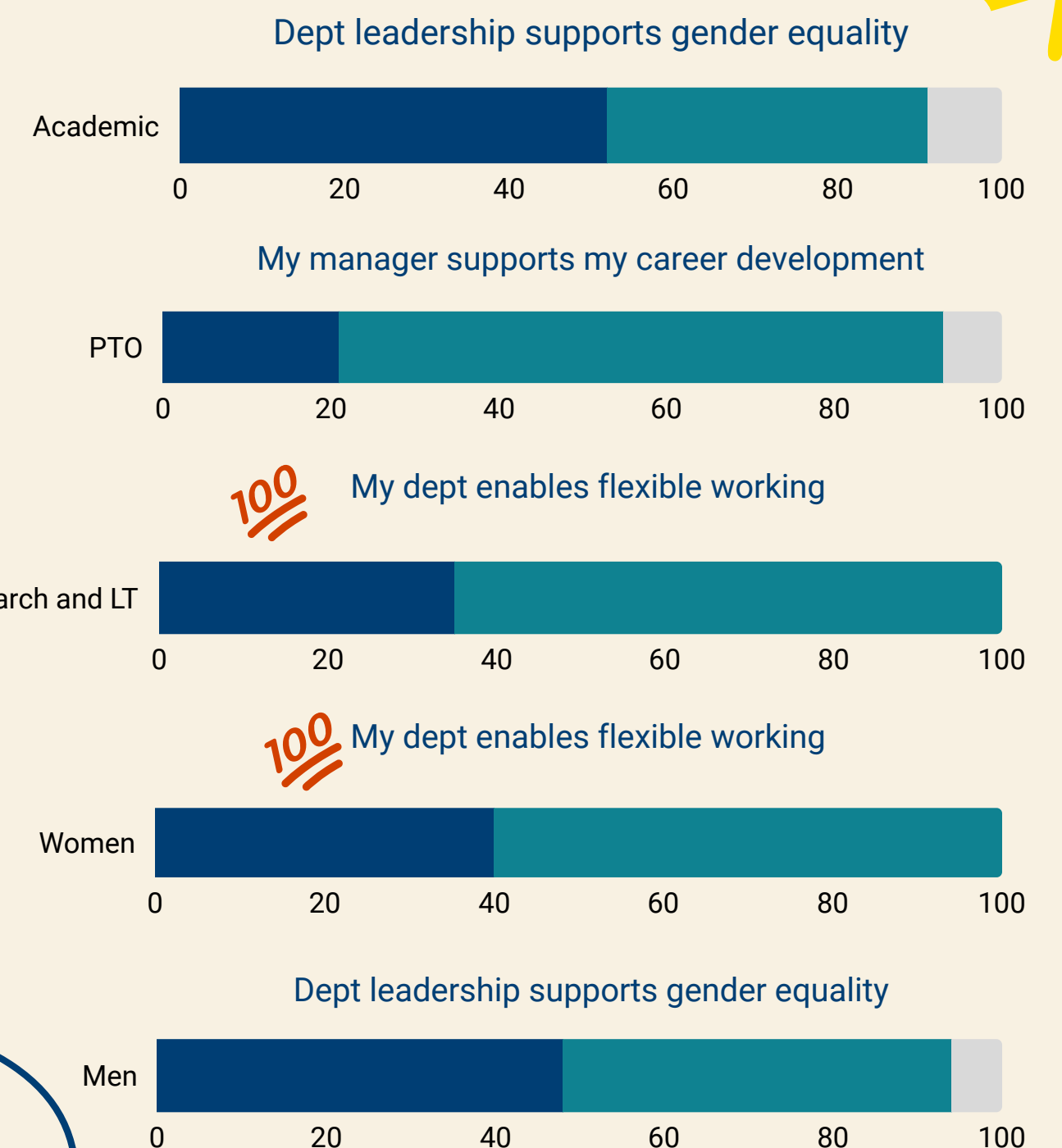
Comparators and Highlights

I can meet the requirements of my job without working excessive hours

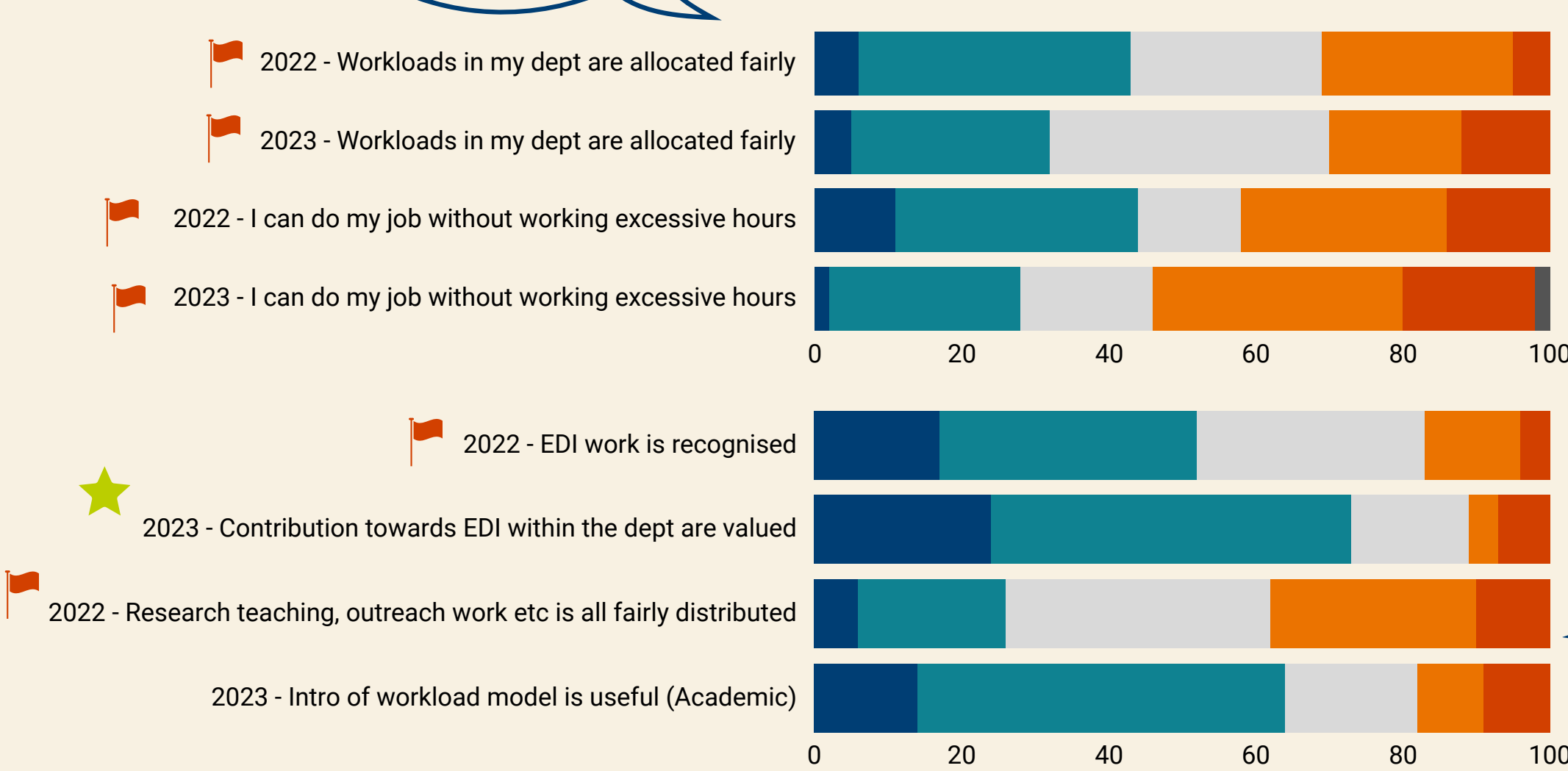


Positive responses by staff type and gender

This section highlights survey responses where respondents did not select 'disagree' or 'strongly disagree'. These are the most positive survey responses for each staff type and gender. Please note Research and Learning and Teaching Staff were combined due to low numbers.



2022 and 2023 Comparison



The same problem areas flagged from last year's survey results reoccur for 2023 results

This section marks areas where there are improvements from last year. It is positive to see more staff view their EDI contributions as valued. This also highlights the positive impact of the workload model

Key

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree
- Yes
- No
- Prefer not to say
- 70% or more of a favourable response
- 50% or less of a favourable response

Since last year's results, staff had the opportunity to discuss bullying and harassment with Melanie Lee from POD. 5 staff members have spoken with her and she produced a report of findings. Additionally, the 2023 survey included follow up questions to find out more context on the types of bullying and harassment occurring. Findings were discussed at an EDIC meeting to inform training and future actions.

Scan here for more results

