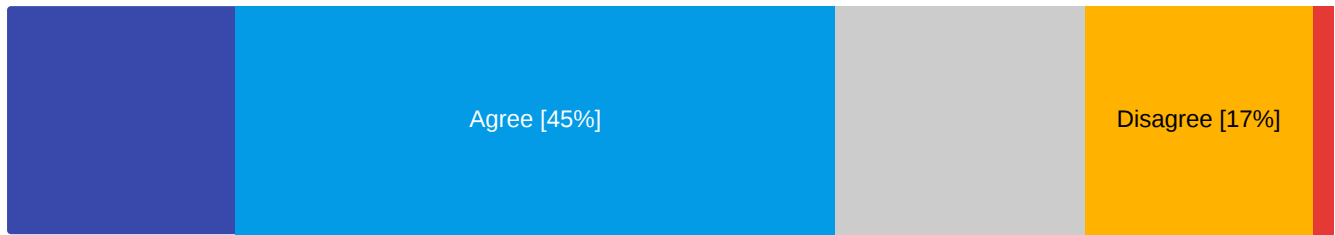


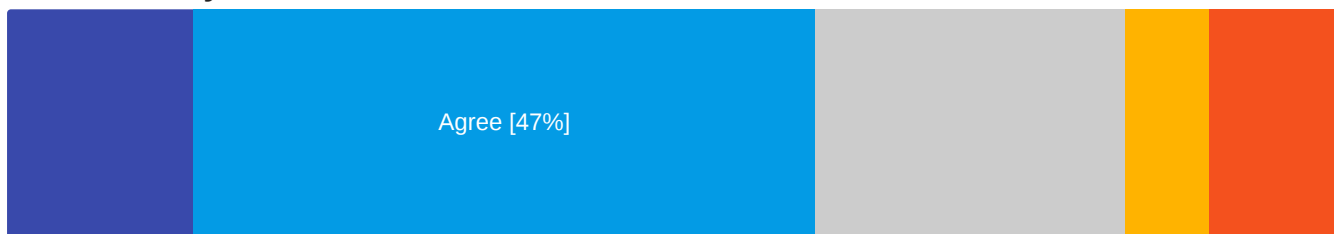
ESE Staff EDI Survey 2023 - Quantitative Results

I feel that ESE is a good place to work for everyone.



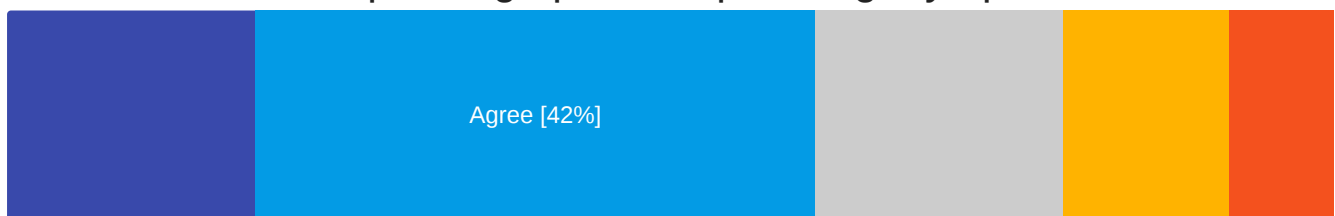
● Strongly agree [17%, 11] ● Agree [45%, 29] ● Neither agree nor disagree [19%, 12] ● Disagree [17%, 11]
 ● Strongly disagree [2%, 1] ● Prefer not to say [0%, 0]

CORE - My contributions are valued in ESE.



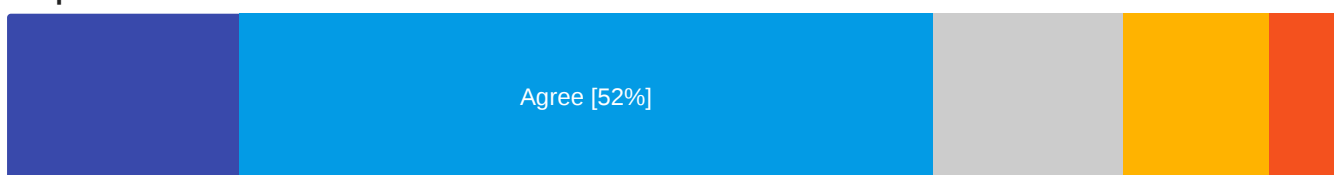
● Strongly agree [14%, 9] ● Agree [47%, 30] ● Neither agree nor disagree [23%, 15] ● Disagree [6%, 4]
 ● Strongly disagree [9%, 6] ● Prefer not to say [0%, 0]

I feel comfortable speaking up and expressing my opinions.



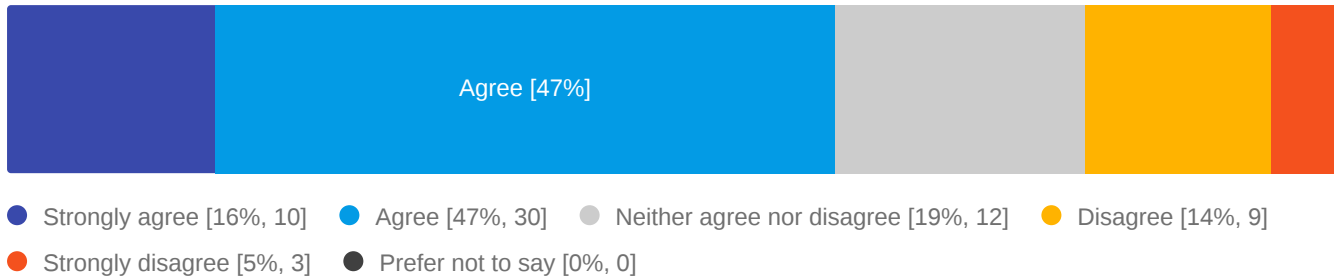
● Strongly agree [19%, 12] ● Agree [42%, 27] ● Neither agree nor disagree [19%, 12] ● Disagree [13%, 8]
 ● Strongly disagree [8%, 5] ● Prefer not to say [0%, 0]

CORE - My mental health and/or wellbeing are supported in my department.

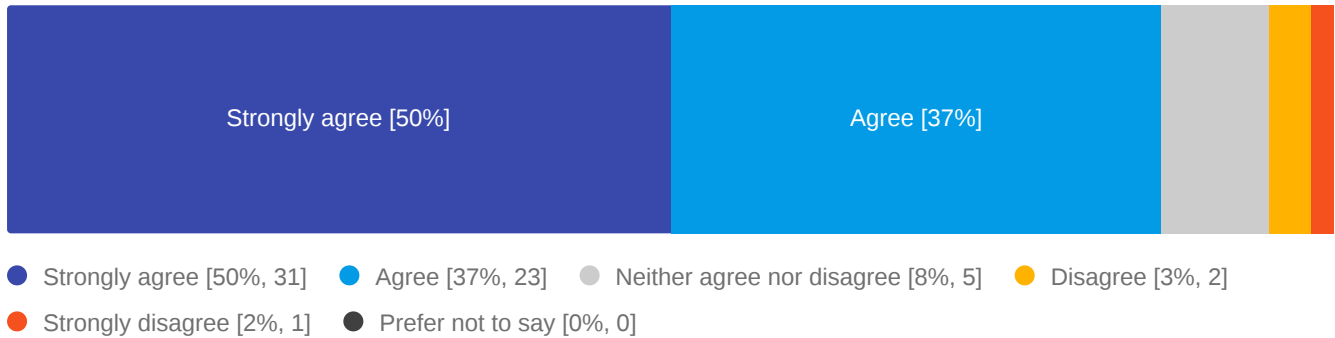


● Strongly agree [17%, 11] ● Agree [52%, 33] ● Neither agree nor disagree [14%, 9] ● Disagree [11%, 7]
 ● Strongly disagree [5%, 3] ● Prefer not to say [0%, 0]

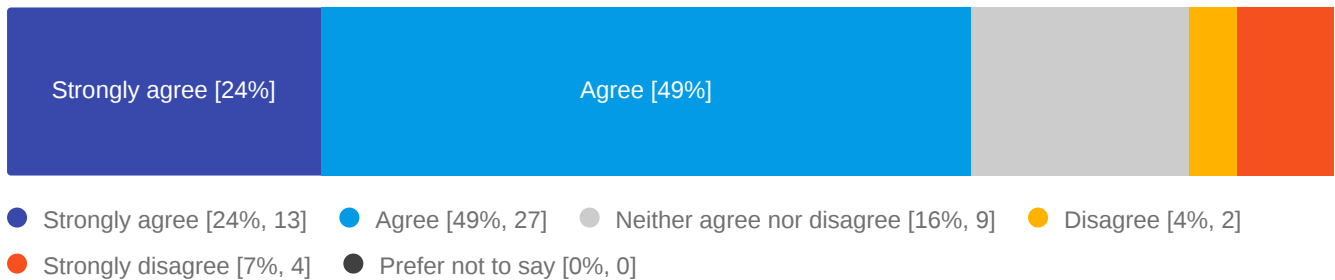
Departmental communications are clear and relevant to me and my role.



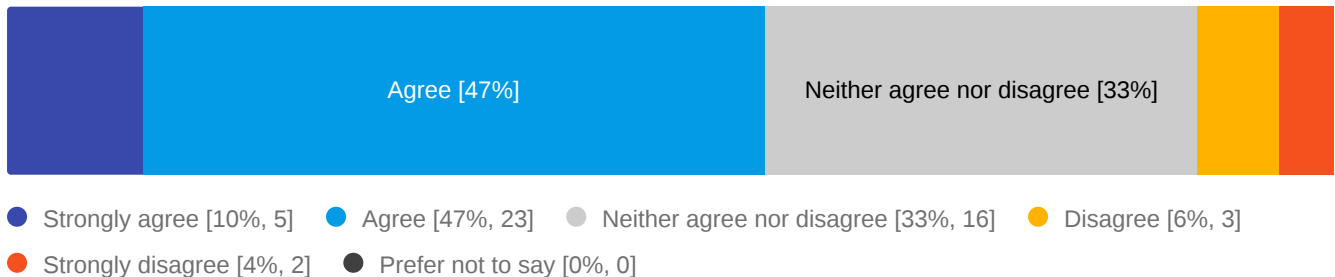
CORE - Departmental leadership actively supports gender equality.



My contributions towards equality, diversity and inclusion (EDI) within the department are valued in ESE.



CORE - My department has taken action to mitigate the adverse gendered impact of the Covid-19 pandemic on staff.

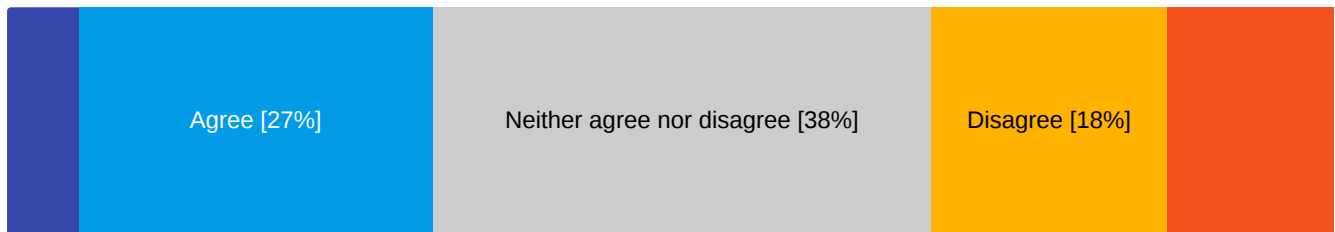


CORE - My department enables flexible working.



- Strongly agree [41%, 26]
- Agree [49%, 31]
- Neither agree nor disagree [6%, 4]
- Disagree [3%, 2]
- Strongly disagree [0%, 0]
- Prefer not to say [0%, 0]

Workloads in my department are allocated fairly.



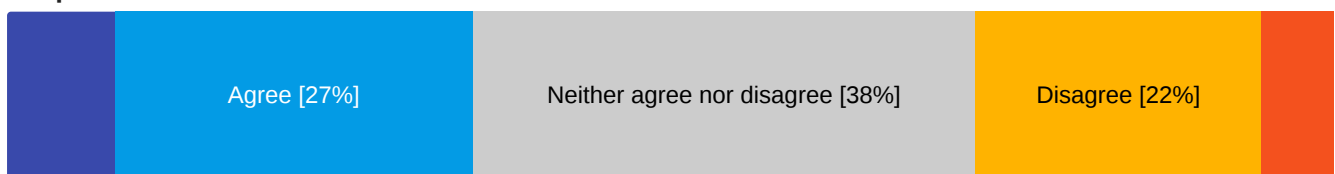
- Strongly agree [5%, 3]
- Agree [27%, 15]
- Neither agree nor disagree [38%, 21]
- Disagree [18%, 10]
- Strongly disagree [13%, 7]
- Prefer not to say [0%, 0]

I feel the introduction of a workload model is useful and a positive move to address workload imbalance.



- Strongly agree [12%, 4]
- Agree [38%, 13]
- Neither agree nor disagree [24%, 8]
- Disagree [15%, 5]
- Strongly disagree [12%, 4]
- Prefer not to say [0%, 0]

AS AP - I feel my work on outreach activities is valued by the department.



- Strongly agree [8%, 3]
- Agree [27%, 10]
- Neither agree nor disagree [38%, 14]
- Disagree [22%, 8]
- Strongly disagree [5%, 2]
- Prefer not to say [0%, 0]

I feel my work on committees is valued by the department.



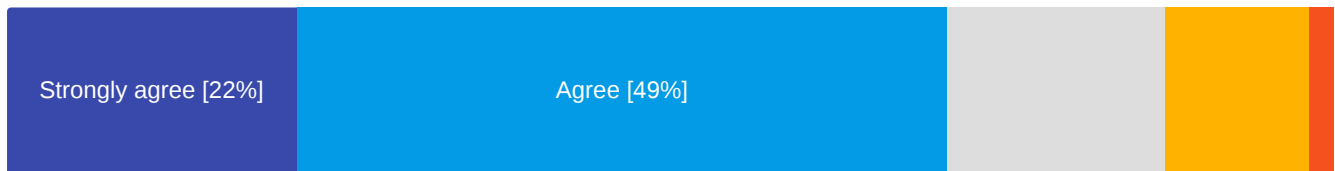
- Strongly agree [7%, 3]
- Agree [49%, 22]
- Neither agree nor disagree [31%, 14]
- Disagree [9%, 4]
- Strongly disagree [4%, 2]
- Prefer not to say [0%, 0]

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



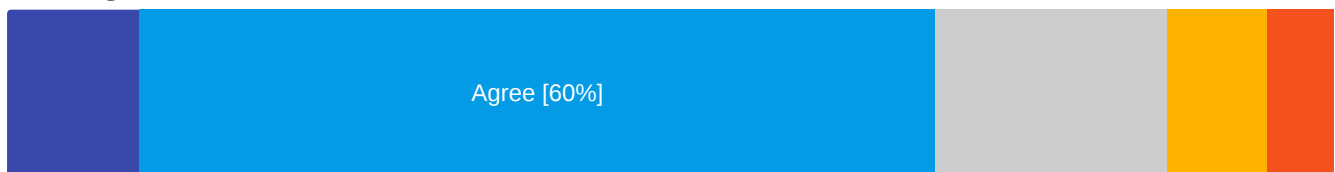
- Strongly agree [2%, 1]
- Agree [26%, 16]
- Neither agree nor disagree [18%, 11]
- Disagree [34%, 21]
- Strongly disagree [18%, 11]
- Prefer not to say [2%, 1]

The timing of departmental meetings and events takes into consideration those with caring responsibilities.



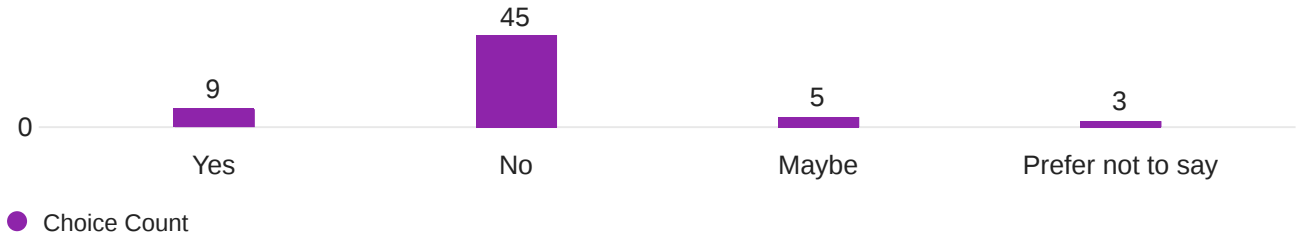
- Strongly agree [22%, 12]
- Agree [49%, 27]
- Neither agree nor disagree [16%, 9]
- Disagree [11%, 6]
- Strongly disagree [2%, 1]
- Prefer not to say [0%, 0]

AS AP - My department provides staff with support around all types of caring leave.



- Strongly agree [10%, 4]
- Agree [60%, 24]
- Neither agree nor disagree [18%, 7]
- Disagree [8%, 3]
- Strongly disagree [5%, 2]
- Prefer not to say [0%, 0]

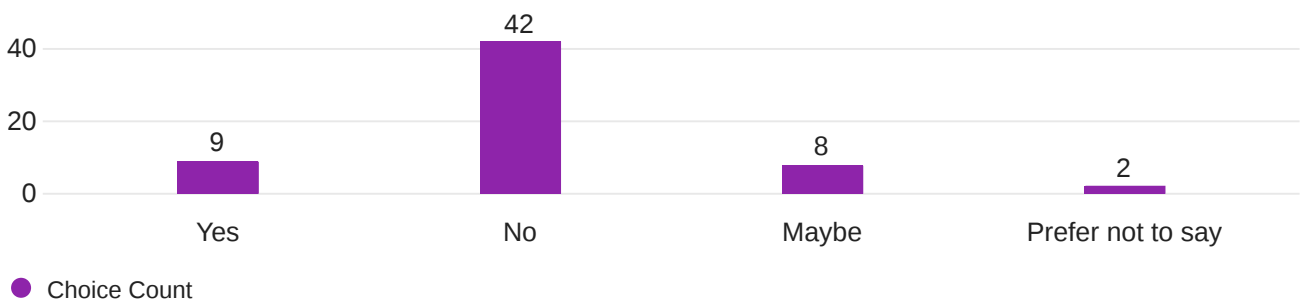
I have experienced bullying and/or harassment (including sexual/racial harassment) in the past 12 months.



If you answered yes or maybe, can you please let us know more about the context in which the bullying and/or harassment took place? You can select multiple answers:

Field	Choice Count
It was within ESE	12
It was within the College	2
It was online	0
It involved only staff	3
It involved a student or students	5
It took place within a research group	3
It was a microaggression	5
It was something else:	1
It was sexual harassment	1
It was racial harassment	1

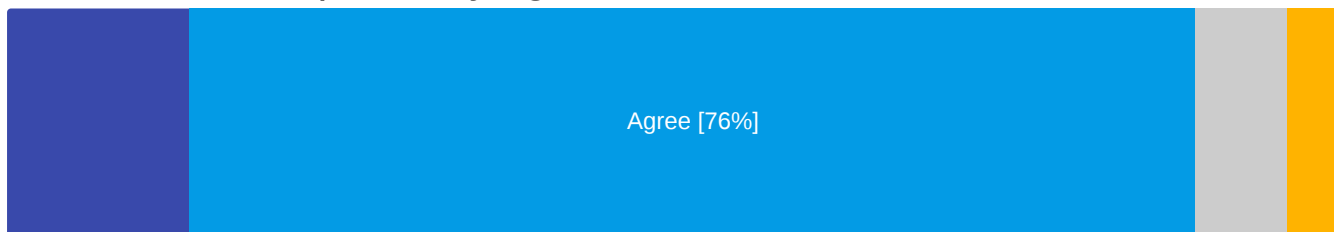
I have witnessed bullying and/or harassment in the past 12 months



If you answered yes or maybe, can you please let us know more about the context in which the bullying and/or harassment took place?
You can select multiple answers:

Field	Choice Count
It was within ESE	12
It was within the College	2
It was online	0
It involved only staff	4
It involved a student or students	6
It took place within a research group	3
It was a microaggression	2
It was something else:	3
It was sexual harassment	0
It was racial harassment	1

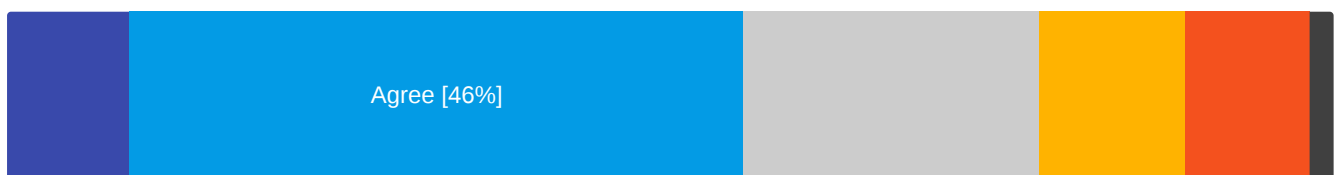
I know how to report bullying and/or harassment



● Strongly agree [14%, 8]
 ● Agree [76%, 44]
 ● Neither agree nor disagree [7%, 4]
 ● Disagree [3%, 2]

● Strongly disagree [0%, 0]
 ● Prefer not to say [0%, 0]

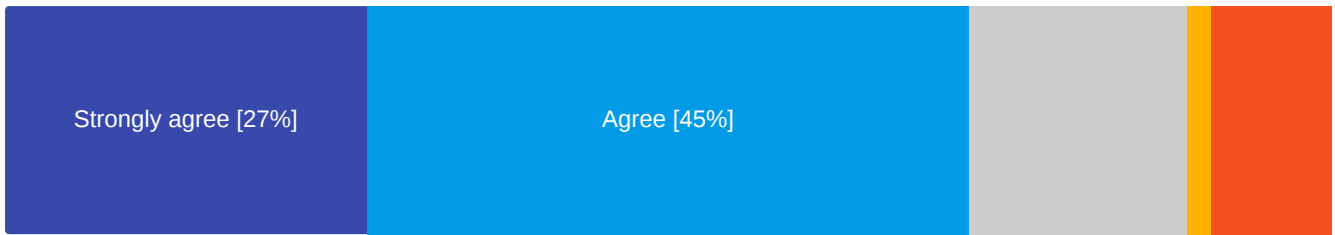
CORE - I am satisfied with how bullying and harassment are addressed in ESE



● Strongly agree [9%, 5]
 ● Agree [46%, 25]
 ● Neither agree nor disagree [22%, 12]
 ● Disagree [11%, 6]

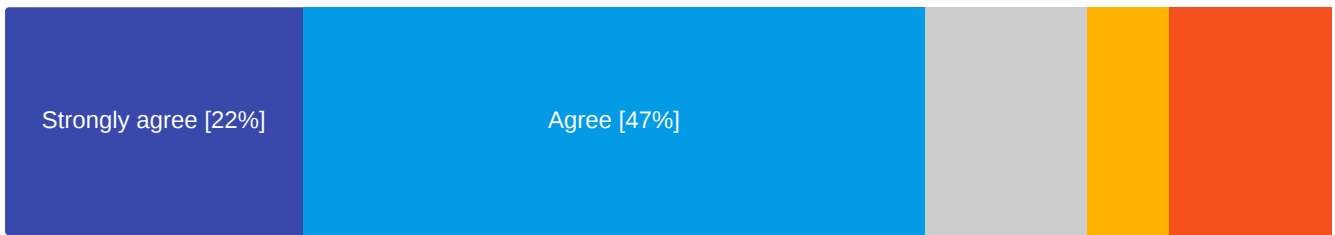
● Strongly disagree [9%, 5]
 ● Prefer not to say [2%, 1]

CORE - My line manager supports my career development



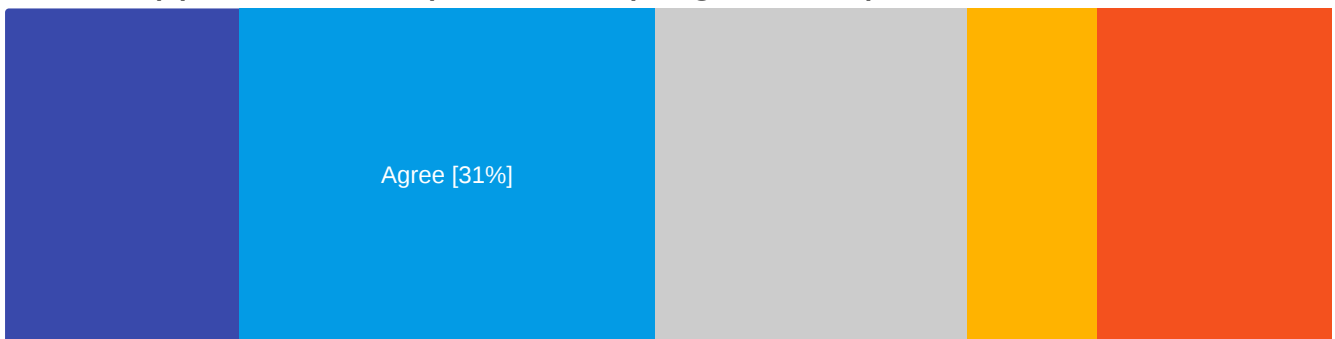
● Strongly agree [27%, 15]
 ● Agree [45%, 25]
 ● Neither agree nor disagree [16%, 9]
 ● Disagree [2%, 1]
 ● Strongly disagree [9%, 5]
 ● Prefer not to say [0%, 0]

Decisions about appointments are made fairly

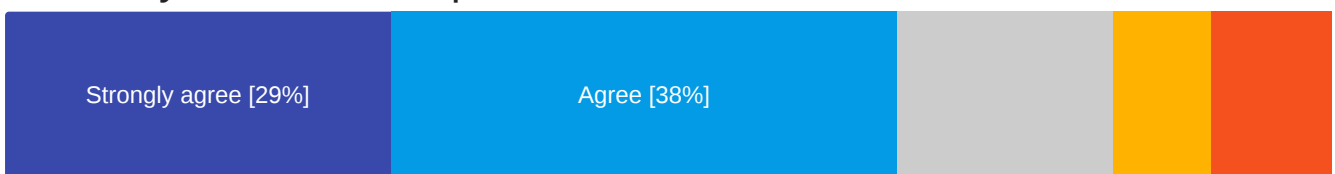


● Strongly agree [22%, 11]
 ● Agree [47%, 23]
 ● Neither agree nor disagree [12%, 6]
 ● Disagree [6%, 3]
 ● Strongly disagree [12%, 6]
 ● Prefer not to say [0%, 0]

I feel supported in the promotion/progression process.

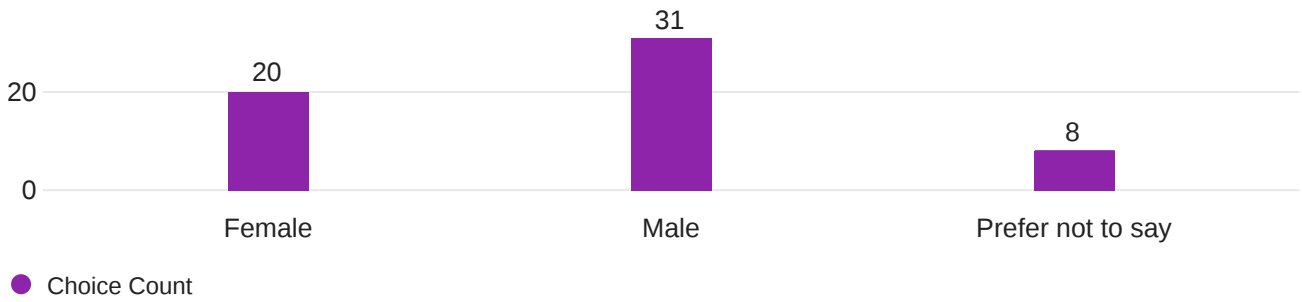


AS AP - I have useful annual conversations with my line manager about my career development.

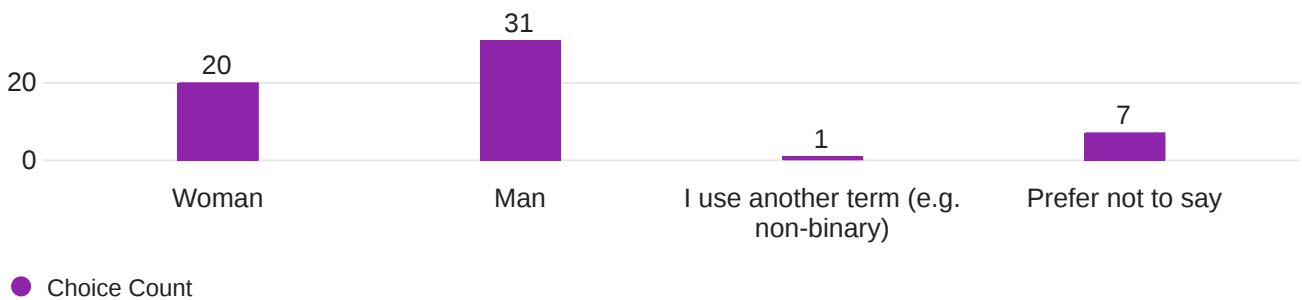


● Strongly agree [29%, 16]
 ● Agree [38%, 21]
 ● Neither agree nor disagree [16%, 9]
 ● Disagree [7%, 4]
 ● Strongly disagree [9%, 5]
 ● Prefer not to say [0%, 0]

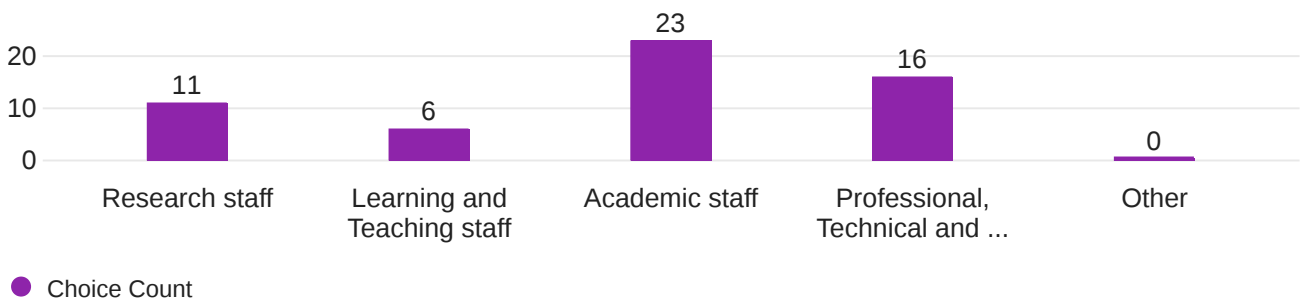
What is your sex?



What best describes your gender identity? - Selected Choice



What is your role in the department? - Selected Choice



Do you work part time?

