



Athena SWAN culture Survey 2022 – staff – results

As part of identifying issues and monitoring progress, the ESE staff culture survey will be run every year.

In Spring 2022, 95 out of 152 staff members took the survey. 6 members of staff only answered a few questions.

The respondents include: 20 Research Staff, 10 Learning and Teaching Staff, 32 Academic Staff, 31 Professional & Operational Staff and 2 other.

The slides in this presentation were compiled by Katharina Kreissig to provide a first-order summary of the survey results and identify areas of concern. In this preliminary analysis, results are coded red when < 50% of responses are positive, amber when 50-70% are positive, and green when > 70% are positive.

The Athena Swan SAT team have set up working groups to delve deeper into the survey data (amber and red responses) over the summer and plan to publish a more detailed analysis in the Autumn term.

Department of Earth Science and Engineering

Please indicate how you feel about the statements below	
	Strongly agree/ Agree/ Neither agree or disagree/ Disagree/ Strongly disagree/(N/A/ Don't know/)Prefer not to say
	Belonging and Inclusion
4	I feel like I belong in ESE 69/89 (78%) positive responses
5	I feel that people really care about me in ESE 54/88 (61%) positive
6	I feel ESE is a good place to work for everyone 50/87 (58%) positive
7	My contributions are valued in ESE 60/86 (70%) positive
8	I feel comfortable speaking up and expressing my opinions 59/88 (67%) positive
9	Departmental communications are clear and relevant to me and my role 69/88 (78%) positive
10	Do you have any comments you would like to make on working conditions and work satisfaction? Empty box

7 questions:

3 ≥ 70% positive – green

3 between 50-70% positive, amber,



	Gender Equality
11	Departmental leadership actively supports gender equality 78/75 (91%) positive
12	Equality, diversity, and inclusion work is recognised in my career development and/or job role (e.g. applications for promotion/progression or pay relativity) 39/75 (52%) positive
13	The rate of people's career progression in my department is not affected by their gender 39/63 (62%) positive
14	My department has taken action to mitigate the adverse gendered impact of the Covid-19 pandemic on staff 48/62 (77%) positive
15	Do you have any other comments on gender equality in ESE? Empty box

5 questions:
2 ≥ 70% positive – green
2 between 50-70%
positive, amber,



	Work-Life Balance
16	My department enables flexible working 83/86 (97%) positive
17	Workloads in my department are allocated fairly 30/70 (43%) positive
18	Research, teaching, outreach, work on committees, administrative work is all fairly distributed 18/69 (26%) positive
19	Work on committees and outreach activities are valued in the department 40/73 (55%) positive
20	I have used the new Qualtrics form to record my outreach activities. For example, the Great Exhibition Road Festival, Open Days, Summer Schools, sharing your research to public, etc. Only 4 have used it 17 were aware of the tool but haven't used it 38 (50%) were not aware of the tool 18 have not done outreach since it was released
21	The timing of departmental meetings and events takes into consideration those with caring responsibilities 54/70 (77%) positive
22	My department provides staff with support around all types of caring leave 50/61 (82%) positive
23	Do you have any comments to make about being a parent/carer in relation to work?

8 questions:
 3 ≥ 70% positive – green
 1 between 50-70%
 positive, amber,
 2 < 50% - red



Bullying and Harassment	
2 4	I have experienced bullying and/or harassment (e.g. sexual/racial harassment) in my department in the past 12 months 10 yes/ 72 (86%) no/ 2 maybe/ 0 prefer not to say
2 5	I have witnessed bullying and/or harassment in my department in the past 12 months 16 yes/ 59 (71%) no/ 8 maybe/ 0 prefer not to say
2 6	I know how to report bullying and/or harassment 80/84 (95%) positive
2 7	Departmental management is active in tackling bullying and harassment 50/76 (66%) positive
2 8	I am satisfied with how bullying and harassment are addressed in ESE 44/78 (56%) positive
2 9	Do you have any comments you would like to make regarding bullying and harassment? Empty box

6 questions:

1 ≥ 70% positive – green
2 between 50-70%
positive, amber,
Q 24 & 25 mostly
positive, but 10 and 16
yes answers are
worrying



	Career Development
30	My line manager supports my career development 67/82 (82%) positive
31	Decisions about appointments are made fairly 52/70 (74%) positive
32	I feel supported in the promotion/progression 40/77 (52%) positive
33	I receive useful feedback on my career development through my “success and development conversations” or PDRP with my line manager and feel that all relevant aspects were discussed. 52/76 (68%) positive
34	Do you prefer the new “Success and development conversation” approach compared to the old PRDP?
35	Do you have any comments to make about career progression at ESE and Imperial? Empty box

6 questions:
 2 ≥ 70% positive – green
 2 between 50-70%
 positive, amber,



Wellbeing	
36	My current workload is manageable 46/84 (55%) positive
37	My mental health and/or wellbeing are supported in my department 54/83 (65%) positive
38	Do you have any suggestions for making the department more inclusive?
39	Do you have any comments to make on ESE culture?
Further Questions	
40	I can meet the requirements of my job without regularly working excessive hours? 36/83 (44%) positive 35/83 (42%) negative
41	Do you have any comments on workload? Any key challenges or suggestions you would like to feedback to ESE?
42	Please let us know if there are any EDI issues or areas that ESE should prioritise. This will be examined by the ECIC committee.

7 questions:
 0 ≥ 70% positive – green
 2 between 50-70%
 positive, amber,
 1 < 50% - red



42 Questions 6+ categories

SUMMARY

3 questions about staff

10 open answer questions

Outreach Qualtrics form 50% were not aware of the tool

2 questions about bullying and harassment: Yes/no/maybe/prefer not to say

26 questions: **Strongly agree/ Agree/** Neither agree or disagree/ Disagree/ Strongly disagree/ Prefer not to say

11 green	12 amber (promotion/career development)	3 red (workload/workload distribution)
≥70%	50-70%	<50%

The survey reaffirms that high workloads and workload inequity are a problem within ESE, and that B & H remains a cause for concern. A proposal to introduce a Departmental Workload Model (WM), to address excessive working hours, equitable distribution of workloads, and introduce more transparency in workload allocations was tabled by Jo Morgan at the ESE Staff meeting on 23rd June 2022.