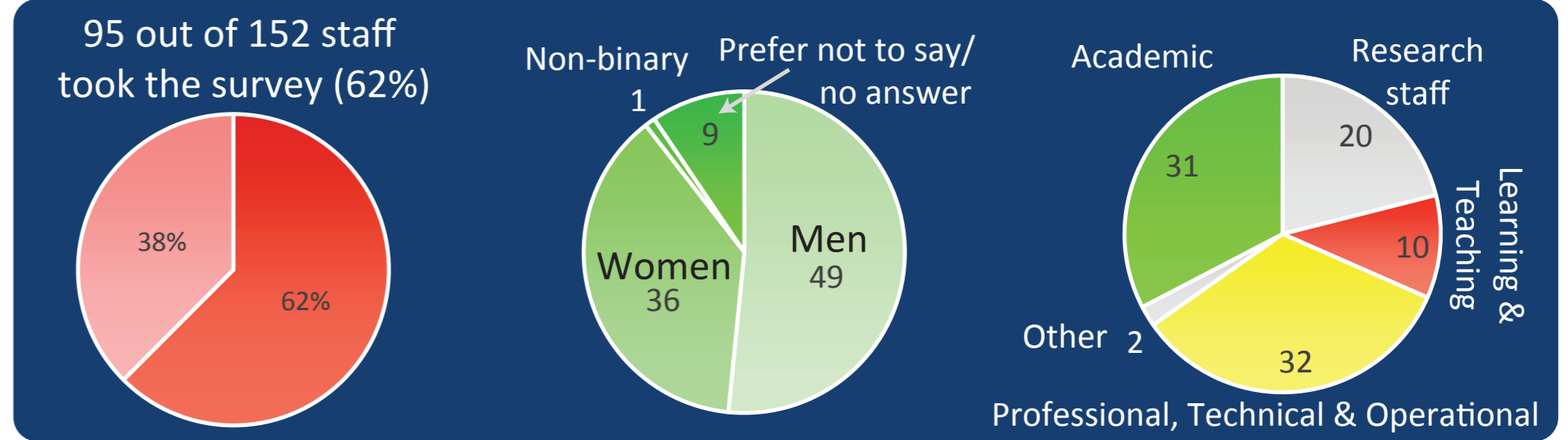
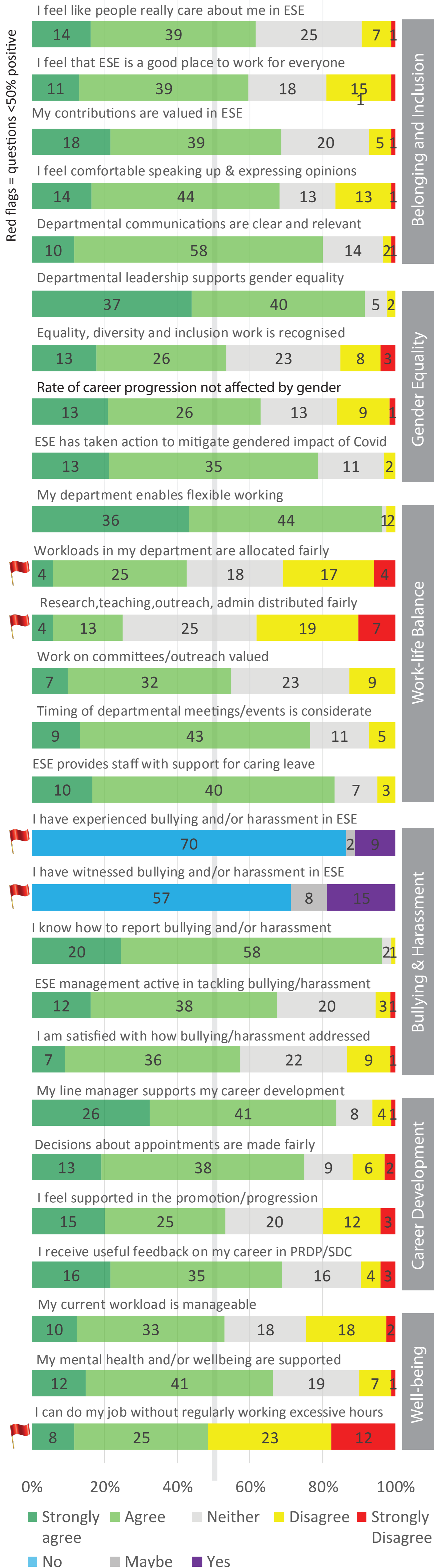


The annual ESE Athena SWAN staff culture survey ran in Feb 2022. This survey includes questions that are now mandatory for future Athena SWAN applications. The full survey data (screened to remove data where individuals could be identified*) can be accessed on the ESE EDI website. This infographic aims to summarise the key areas where ESE needs to take most urgent action. We refer to the 2021 Athena SWAN bronze award action plan to outline actions in place to address the problem areas.

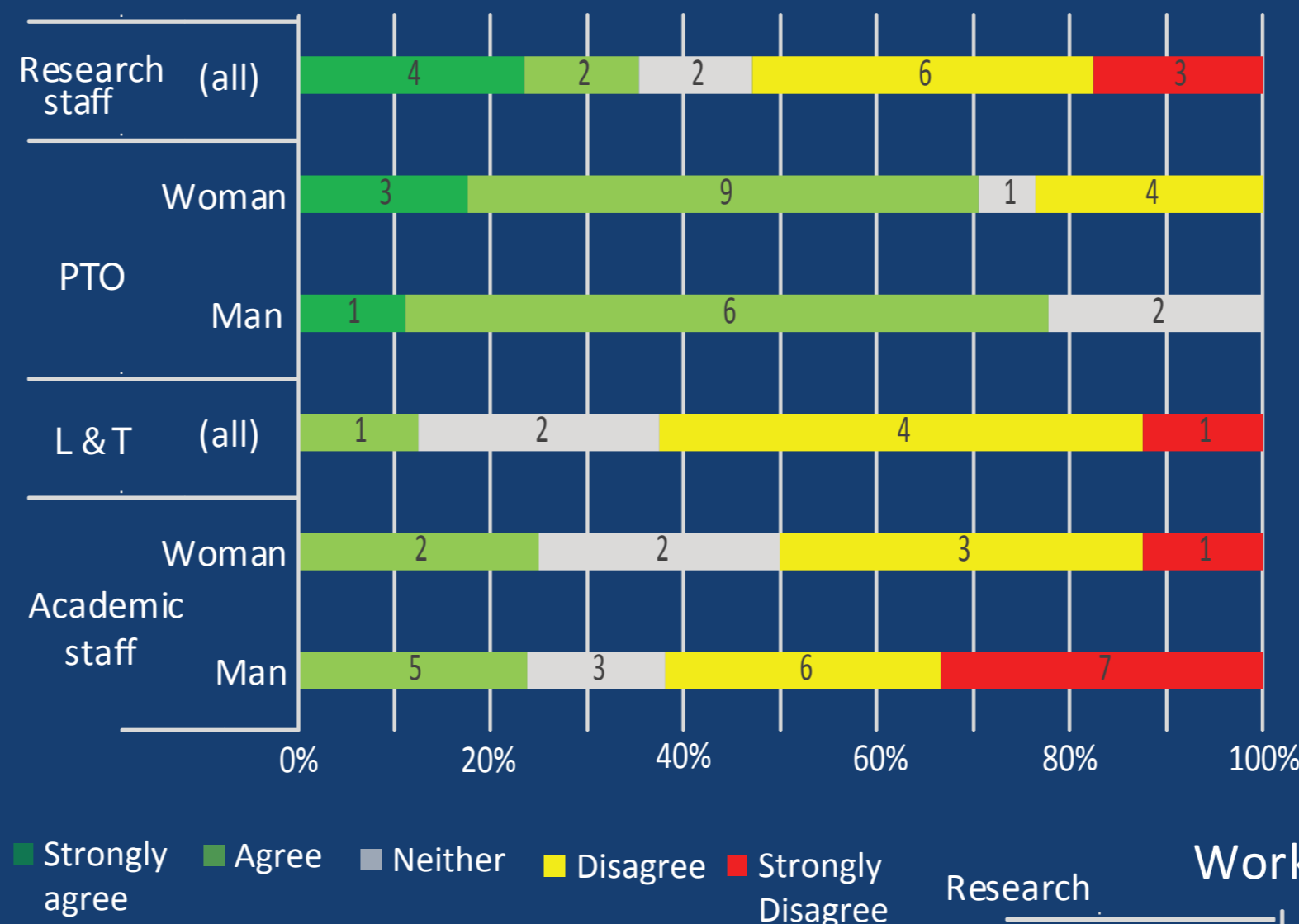


Overall survey responses



Area of concern: Workload

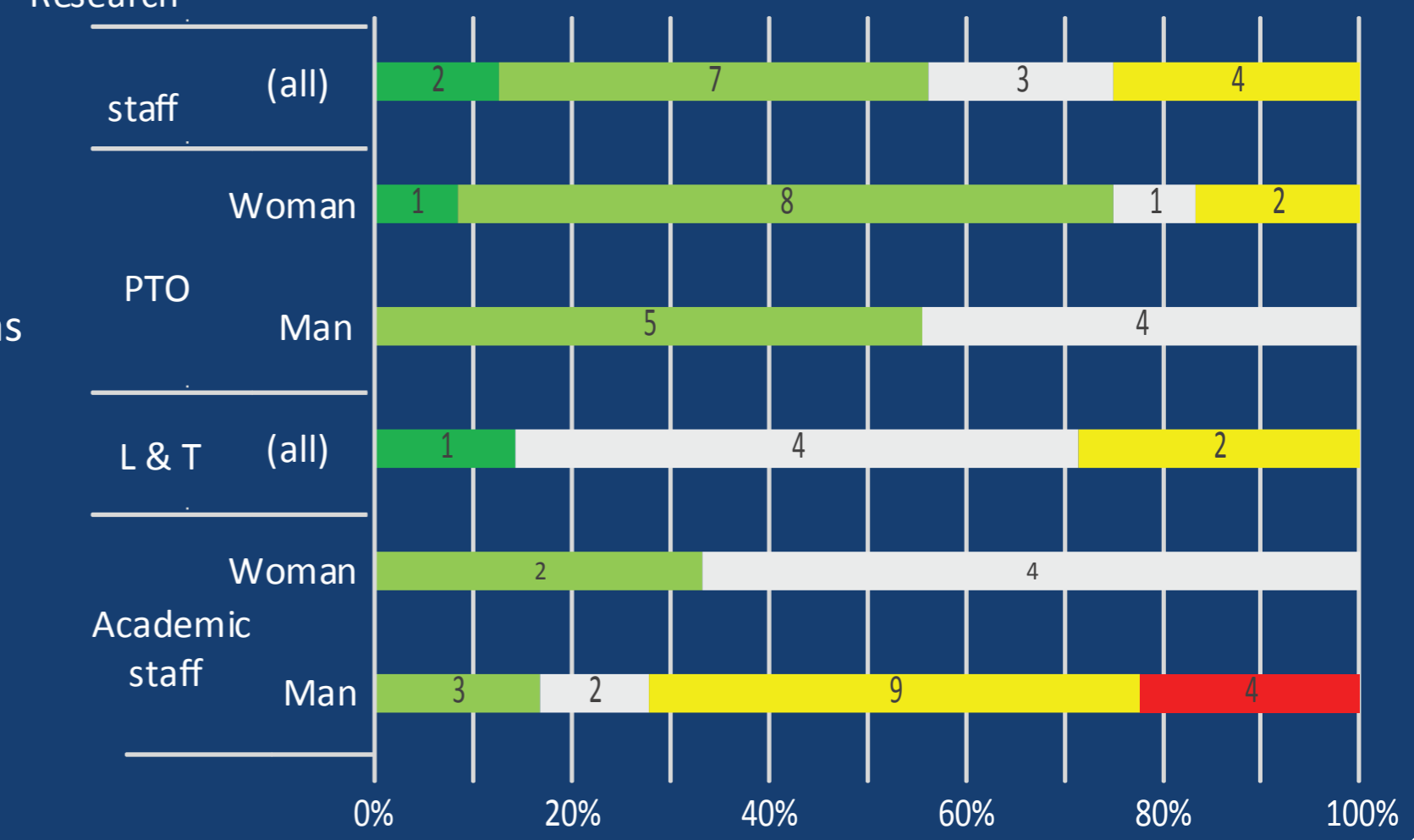
I can do my job without regularly working excessive hours



Questions related to workload elicited some of the most negative responses of the survey.

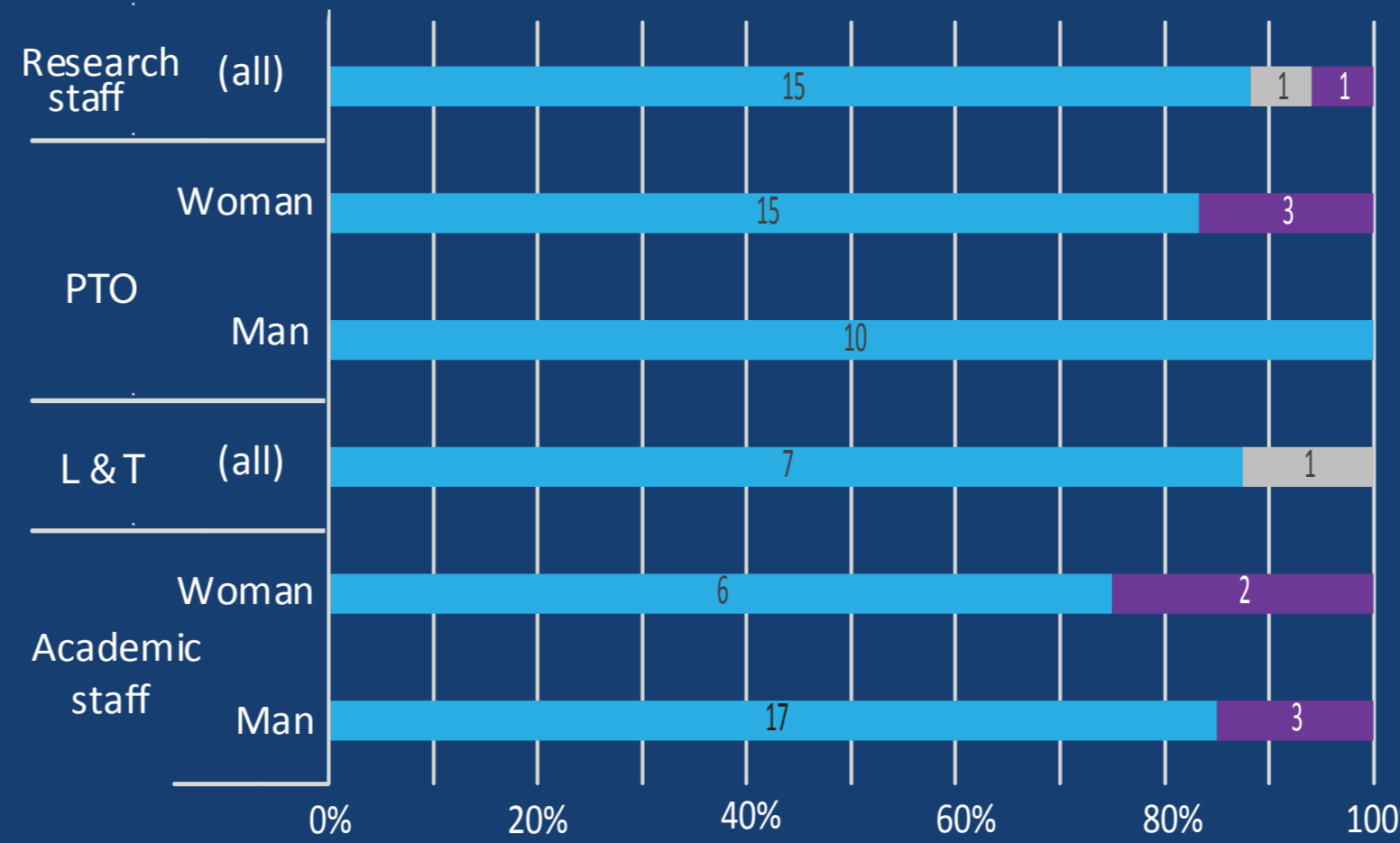
- < 35% of research staff, 25% of academic men and women and < 15% of Learning & Teaching staff can do their job without regularly working excessive hours.
- > 70% of Professional, Technical and Operational staff do not normally work excessive hours.
- Only 30% of academic women and < 20% of academic men and Learning & Teaching staff think that workloads are allocated fairly.
- Over 60% of research staff and Professional, Technical and Operational staff responded positively that workloads are allocated fairly.

Workloads in my department are allocated fairly



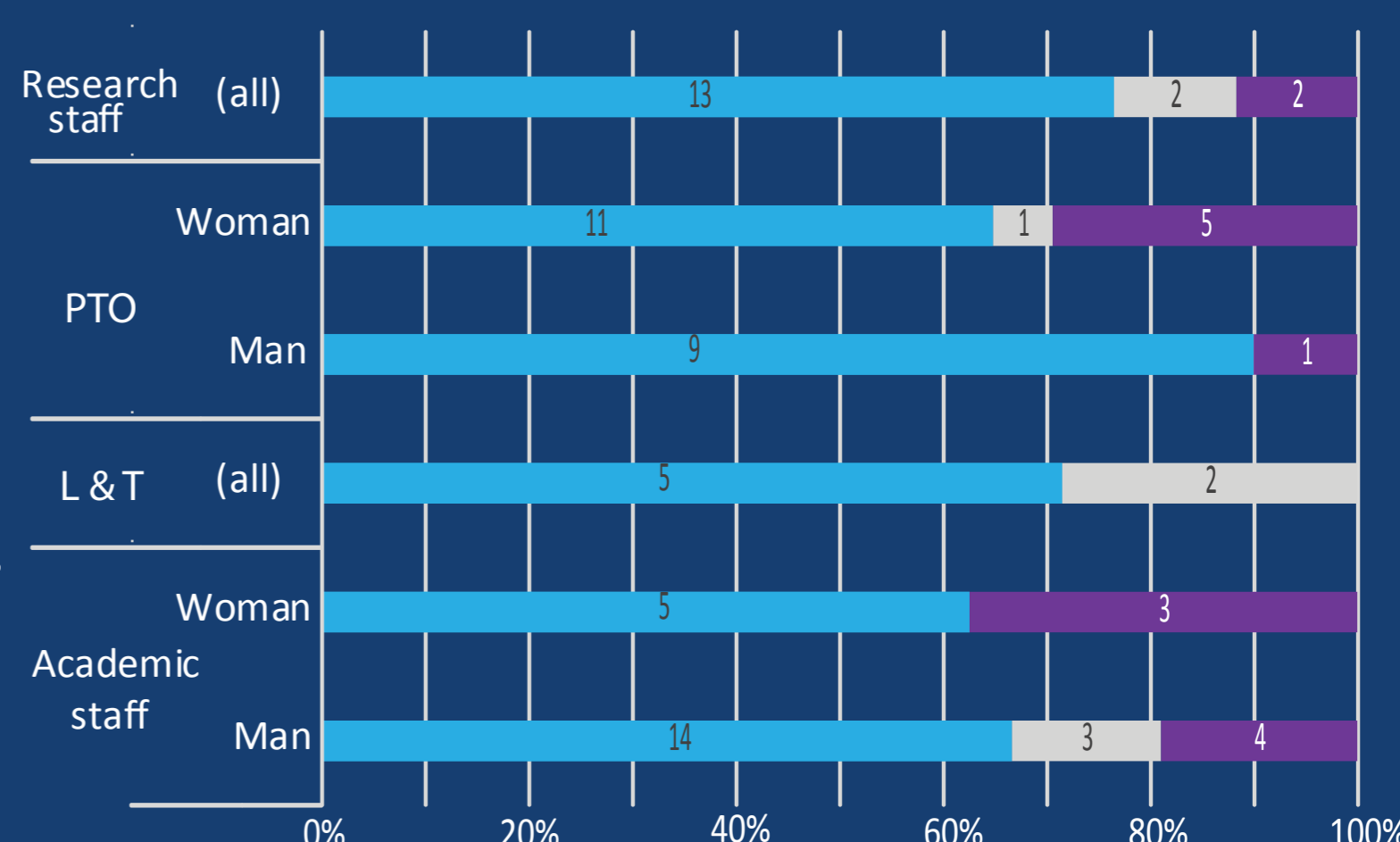
Area of concern: Bullying and Harassment

I have experienced bullying and/or harassment in ESE in the last 12 months



- Although over 80% of ESE have not experienced bullying and/or harassment over the last 12 months the numbers of people who have are a concern
- 9 people have experienced bullying, 5 of them are women.
- 15 people have witnessed bullying and/or harassment
- It is encouraging that over 90% of staff know how to report bullying and harassment

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



- ESE has organised workshops in bullying and harassment and racism awareness, compulsory for all staff and PhD students since Aug 2020.
- Without knowing the type of bullying/ harassment happening in ESE (ie in-person/ online/by an individual/by a group etc) it is difficult to tackle directly. In 2022-2023 we will commission an independent facilitator to talk to staff confidentially about current or historical cases. This facilitator will provide anonymous information to the EDI/Athena SWAN chairs regarding the types of bullying/harassment staff are facing. We will use this data to develop targeted actions
- We encourage everyone who experiences or witnesses bullying/harassment to report it using **Report and Support**

* we do not publicly present data for groups with low numbers of responses to protect anonymity

For more information please visit the ESE EDIC and Athena SWAN webpages for the full Athena SWAN action plan and full survey data. Please contact Rebecca Bell, Katharina Kreissig and Sophia Quazi with any questions/comments.