

Chemistry Departmental Culture Survey 2024

Overall survey:

26 questions (22 multi-choice culture questions (covid related question from last year now left out), 3 about characteristic of respondent, 1 open text)

We received 53 responses (compared to 82 last time - 35% decrease in engagement):

- Sex: 23F/18M 11 preferred to not specify (last time 25F, 46M, 11 preferred not to specify)

Engagement from male colleagues dropped significantly

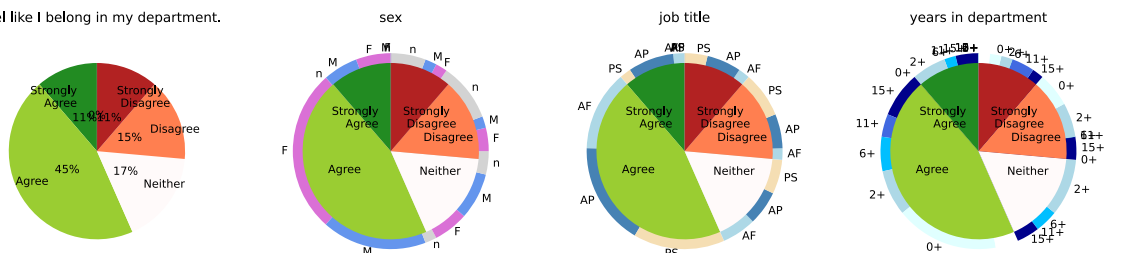
- Job role: 22 permanent academic, 13 fixed term, 18 prof.serv.(38 permanent academic staff, 20 fixed term academic staff, 23 professional service) **Engagement from academic staff dropped.**

- Years spent in department: 18 responses from 15+ yrs, 5 responses from 11-15 yrs, 18 responses 6-10 yrs, 22 responses 2-5 yrs, 16 responses 2 yrs.

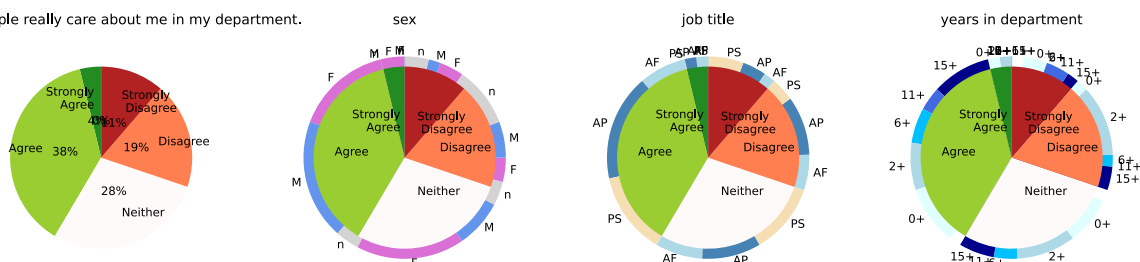
Survey Results' Analysis:

Inner pie-chart is identical within a line, outer pie-chart reflect split within a category with respect of gender, job description and years spent in the department, from left to right. Key to the outer pie-chart: M=male, F=female, n=Prefer not to say, PS=Professional Services, AP=Permanent academic contract, AF=Fixed term academic contract.

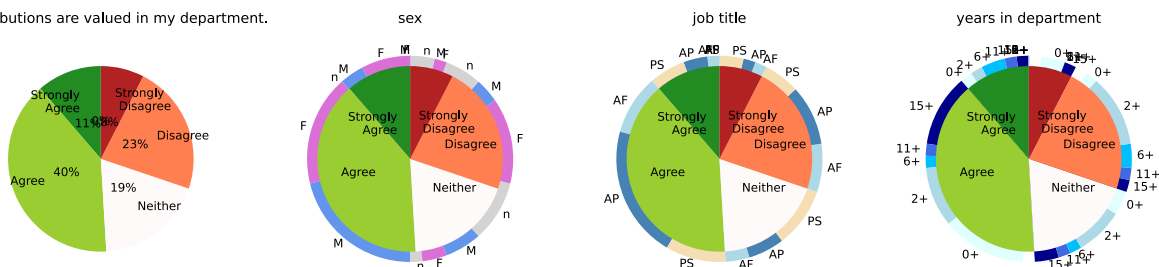
I feel like I belong in my department.



I feel that people really care about me in my department.

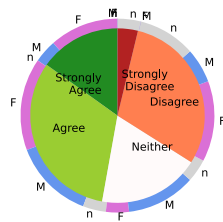
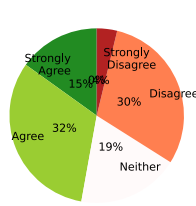


My contributions are valued in my department.

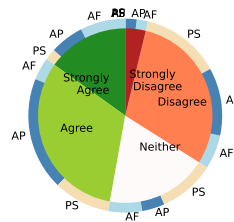


Q1-3 "being valued": There is no change in belonging from last year, but more respondents felt that people care about them in the department, and more people felt that their contributions are valued. Female respondents generally feel more positive, but no clear trend with respect to other characteristics.

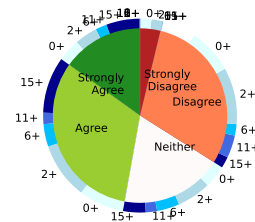
I feel comfortable speaking up and expressing my opinions within the department. sex



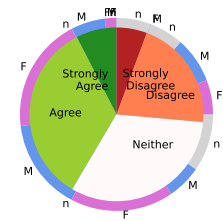
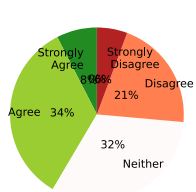
job title



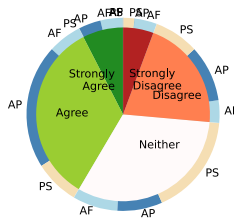
years in department



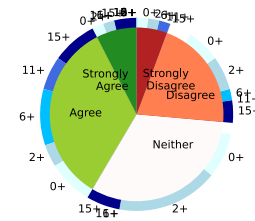
Departmental (internal) communications are clear and relevant to me and my role. sex



job title

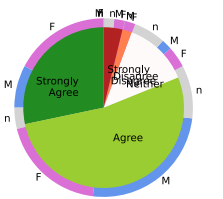
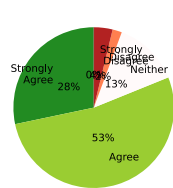


years in department

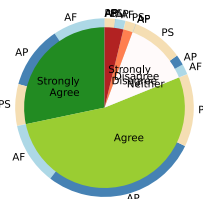


Q4-5 communication: About half of the respondents feel comfortable speaking up within the department, with professional services staff least likely to feel that way. No change from last year.

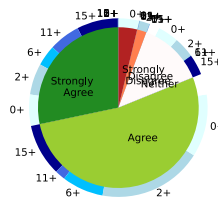
My department enables flexible working. sex



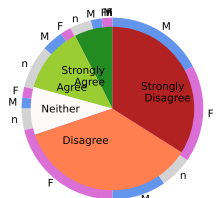
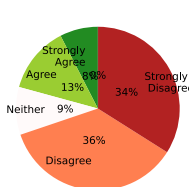
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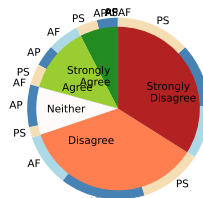
years in department



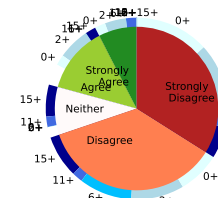
I have experienced bullying and/or harassment in my department in the past 12 months sex



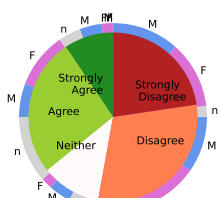
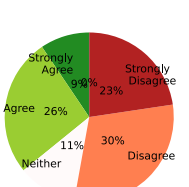
job title



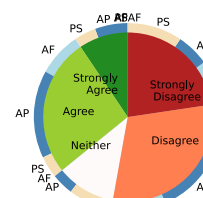
years in department



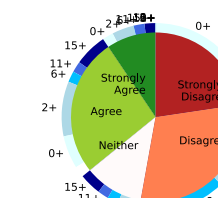
I have witnessed bullying and/or harassment in my department in the past 12 months sex



job title

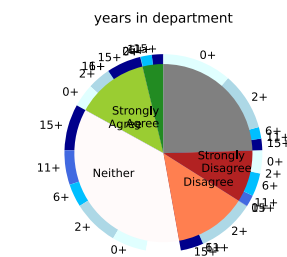
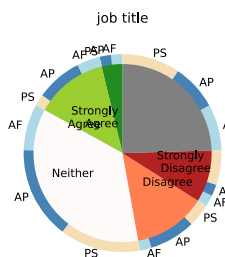
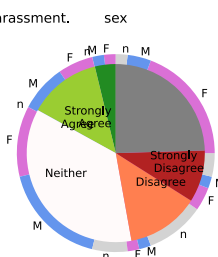
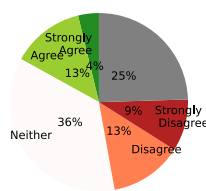


years in department

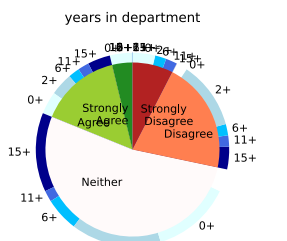
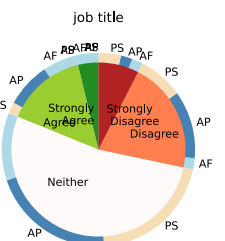
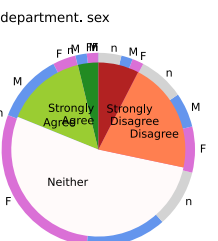
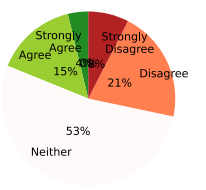


Q14-15 bullying: A very slight decrease in experiencing or witnessing bullying (21% and 35%, respectively, compared to 26% and 40% last time), with more respondents disagreeing. The “strongly agree” category got weaker - In 2023 predominantly male respondents reported in this category which is now different (these colleagues did not fill in the survey this time?). Difficult to identify other characteristic trends.

Departmental management is active in tackling bullying and harassment.

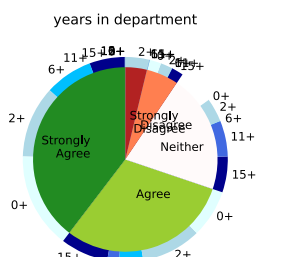
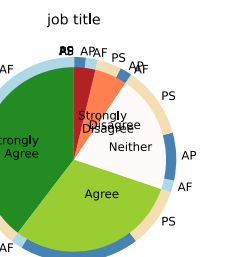
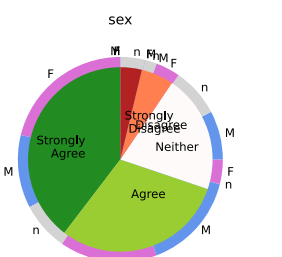
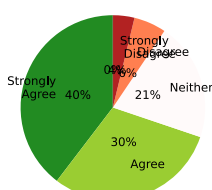


I am satisfied with how bullying and harassment are addressed in my department.



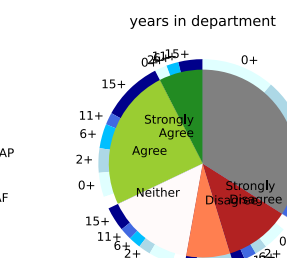
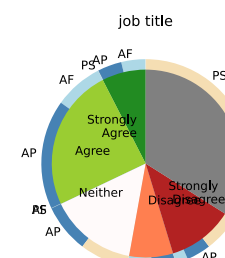
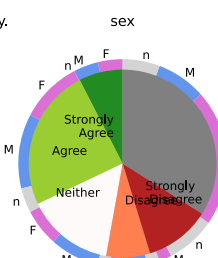
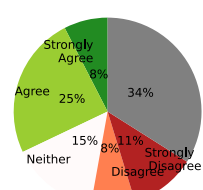
Q16-17 handling of bullying: Only a small fraction of the respondents think that bullying is actively tackled and are satisfied with how harassment is addressed - though there is 4% increase in this from last year. Almost half of the respondents feel neutral or do not know how these are handled (more than last year).

My line manager supports my career development.

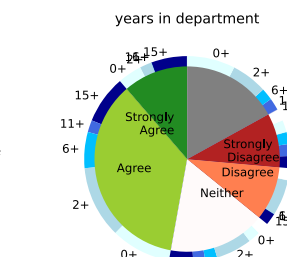
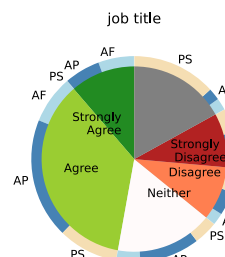
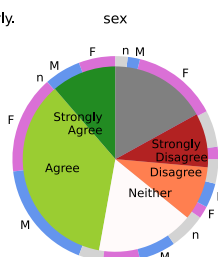
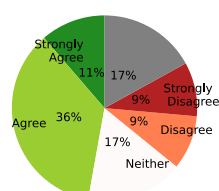


Q18 career development: Almost three quarters of the respondents feel their career development is supported by their line manager - a significant 20% increase from last year!

Decisions about promotion/progression are made fairly.



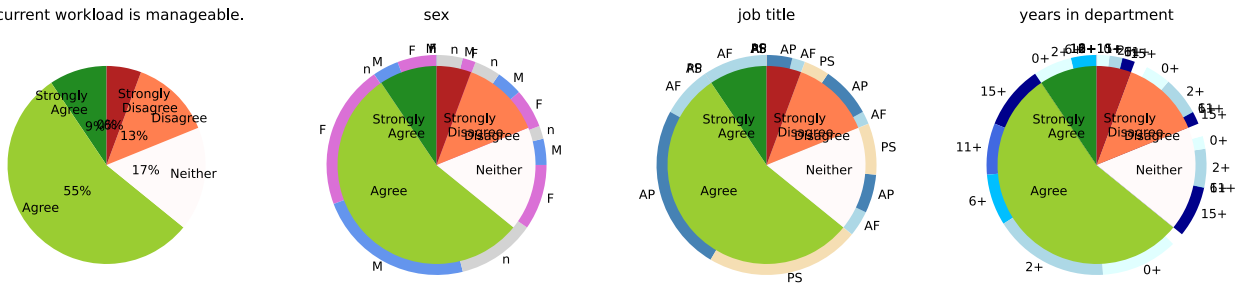
Decisions about recruitment appointments are made fairly.



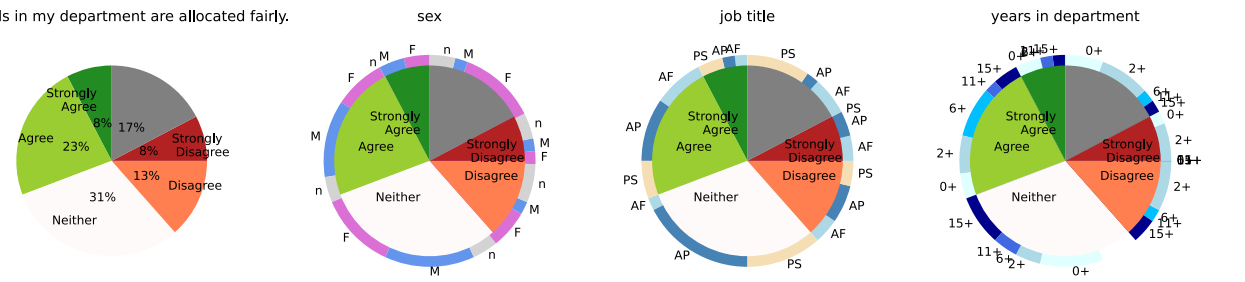
Q19-20 recruitment/promotion: Regarding promotion: there is no change in agree and disagree, but much more people (+12%) said they do not know if the process is fair rather than saying they are neutral (might mean the same thing to some people, which case this is not really a change?).

Regarding recruitment, there was an almost equal split among each categories last year. This year, there was a shift from disagreement to agreement.

My current workload is manageable.

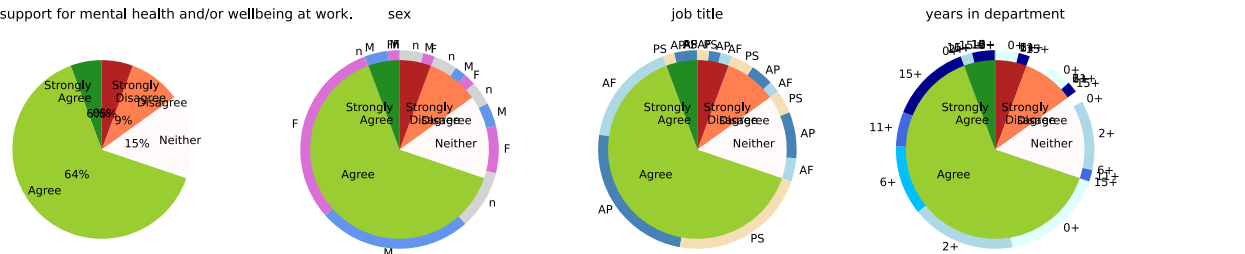


Workloads in my department are allocated fairly.

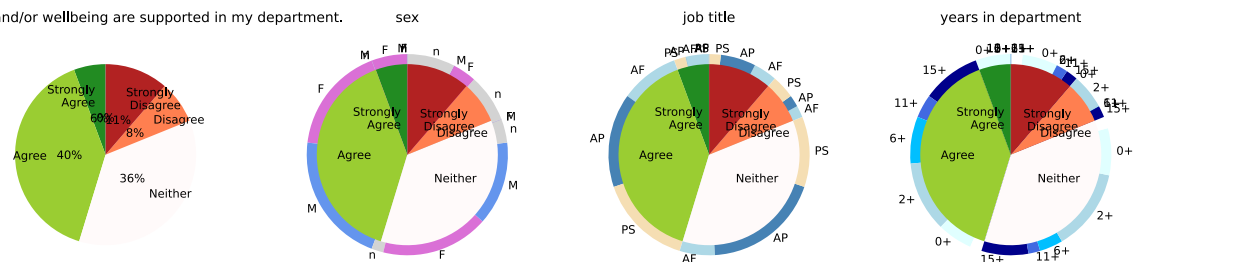


Q11+20 workload: A larger fraction of respondents feel that their workload is manageable than last year (though only fixed term staff agree strongly). Much more people feel that workload allocation is not unfair (10% shift from disagree to neutral).

I know where to seek support for mental health and/or wellbeing at work.

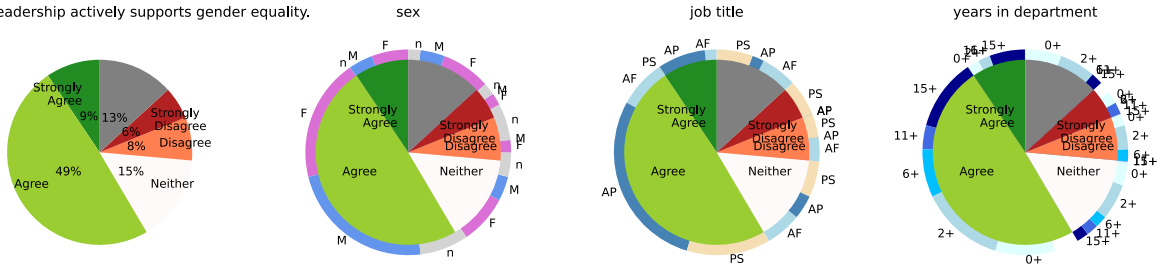


My mental health and/or wellbeing are supported in my department.

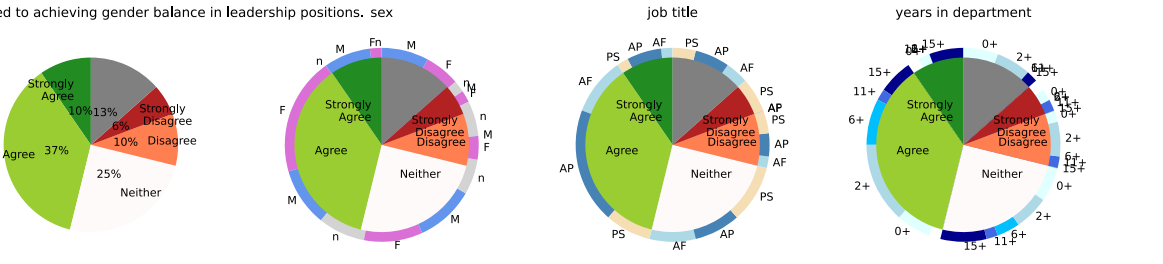


Q21+22 mental health: Significant increase in both categories: 10% more respondents know how to seek support and 15% more responded that their mental health is supported by the department. Similar to last year, those lacking the information or feel unsupported are mostly those who did not disclose their gender. Those who disagreed about the familiarity of info were mostly new members of staff.

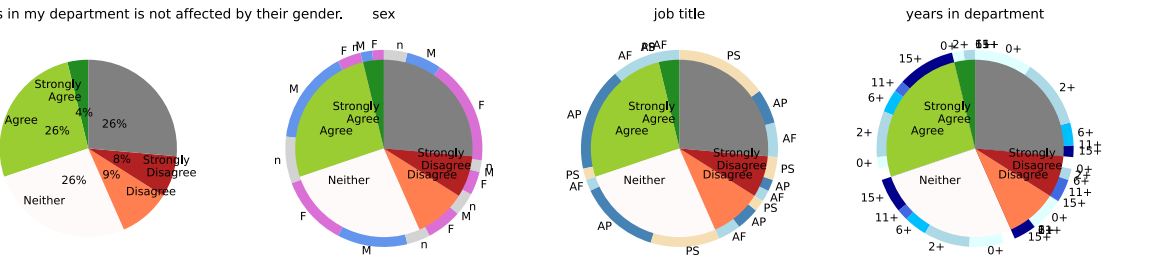
Departmental leadership actively supports gender equality.



My department is committed to achieving gender balance in leadership positions.

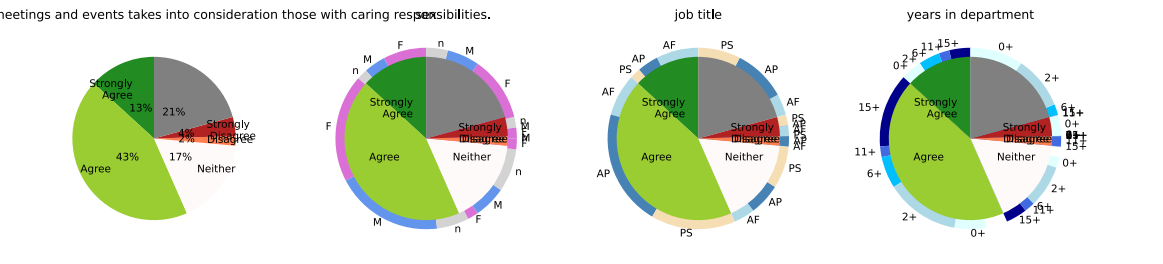


The rate people progress in my department is not affected by their gender.



Q6-8 gender: A large increase in respondents (+22%) agreeing that the management supports gender equality (both neutral and negative decreased). But this seems to have decreased among professional services staff, who are most likely to judge negatively how gender affects progression. Gender is difficult to compare with last year due different number of participants.

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



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

