

# Chemistry Departmental Culture Survey 2025

## Overall survey:

29 questions (25 multi-choice culture questions, 3 about characteristic of respondent, 1 open text)

**We received 61 responses (compared to 53 in 2024 and 82 in 2025 - a better engagement than last time, but the majority of the department has not responded):**

- Sex: 29F/26M 6 preferred to not specify (previous times this was 23F/18M and 25F/46M, 11 preferred not to specify) **Engagement particularly from male colleagues dropped significantly compared to 2023.**

- Job role: 26 permanent academic, 12 fixed term, 22 professional services (previously this was 22/13/18 and 38/20/23) **Engagement is consistent, but from academic staff dropped compared to 2023.**

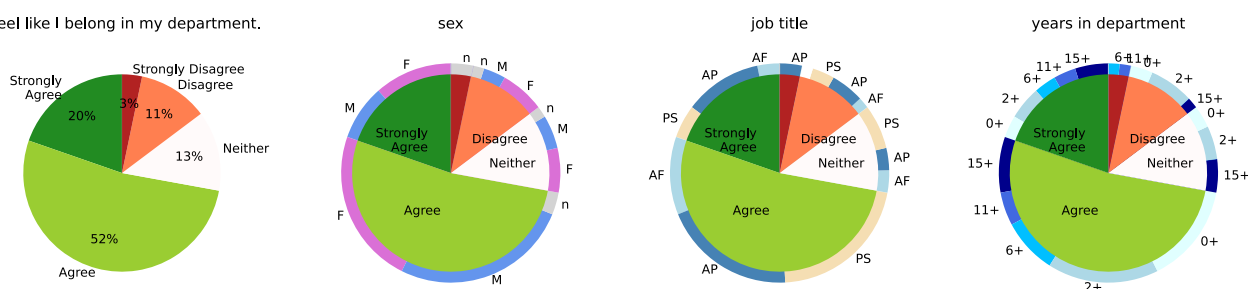
- Years spent in department: 12 responses from 15+ yrs, 6 responses from 11-15 yrs, 8 responses 6-10 yrs, 20 responses 2-5 yrs, 15 responses Less than 2 yrs.

## Survey Results' Analysis:

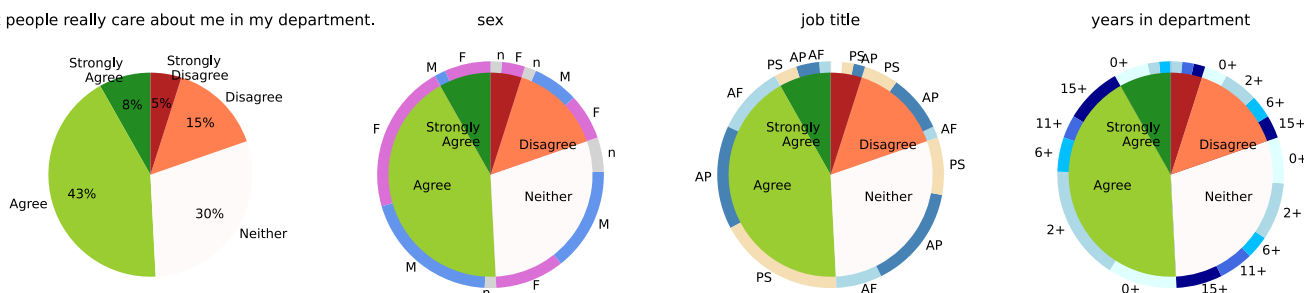
Inner pie-charts are identical within a row, outer pie-charts reflect split within a category with respect to gender, job description and years spent in the department, from left to right. Key to the outer pie-chart: M=male, F=female, n=Prefer not to say, PS=Professional Services, AP=Permanent academic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

**Q1-3 “being valued”:** While there was little change between 2023 and 2024, now there is significant improvement! 20% more responded that they feel they belong in the department from last year, 10% more respondents felt that people care about them in the department (and 2024 was already an improvement from 2023!), and 6% more people felt that their contributions are valued. There are no clear trends or differences with respect to other characteristics, but a few notes: those who seem to feel least valued are most likely to be permanent academics.

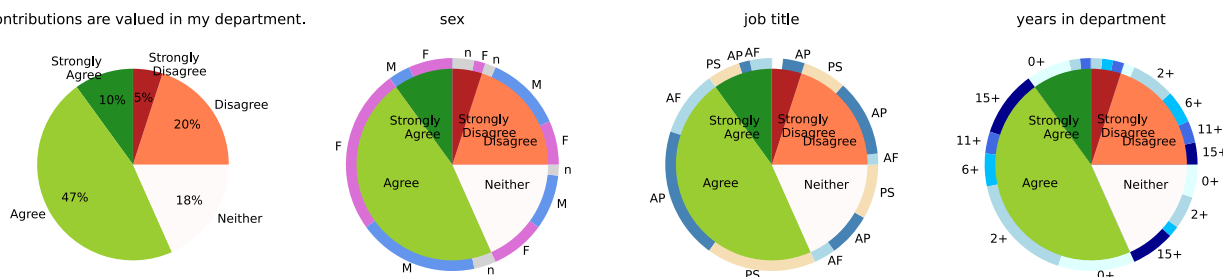
I feel like I belong in my department.



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

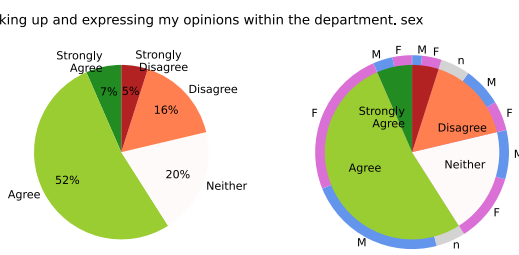


My contributions are valued in my department.

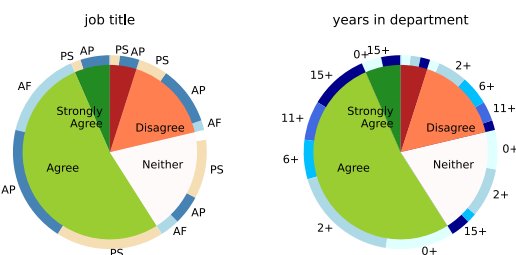


**Q4-5 communication:** There's significant improvement here as well. 12% more of the respondents feel comfortable speaking up within the department, and there's 10% improvement in how relevant departmental communication is perceived. (The "neither" category is unchanged since last year, so the change is coming from much fewer people disagreeing with the Q statements). There are no clear trends with respect to other characteristics, colleagues with fixed term academic contract appear to be in the satisfied category.

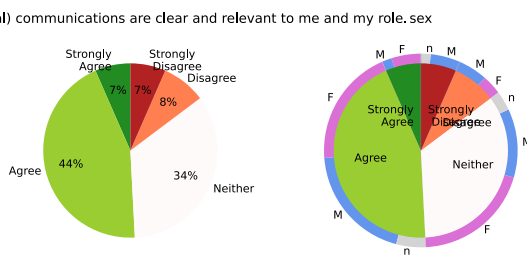
I feel comfortable speaking up and expressing my opinions within the department. sex



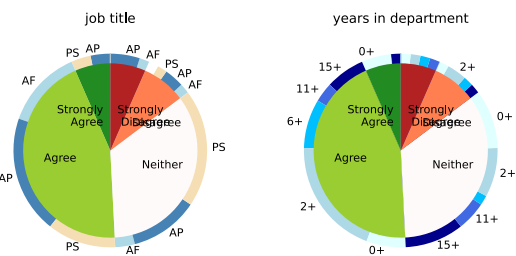
job title years in department



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

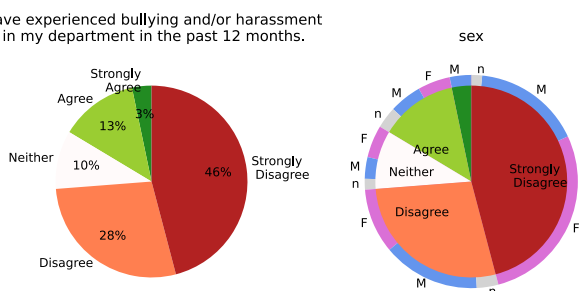


job title years in department

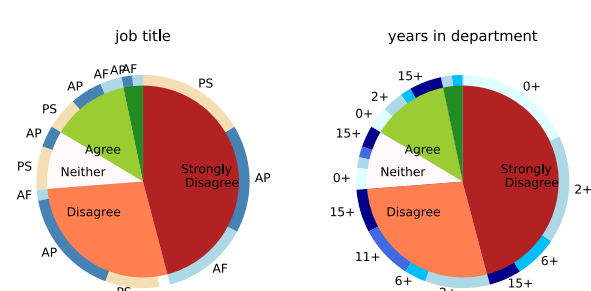


**Q14-15 bullying:** Over the past three years the number of respondents who experienced or witnessed bullying has been decreased; experienced bullying: 26%, 21% and now only 16%; witnessed bullying: 40%, 35% and now only 22%, which is a promising trend! We also introduced a new question measuring whether respondents know how to report bullying - the large majority knows, but those who do not are mostly colleagues being at the department for less than 2 years. **Suggested action:** we should have an info session again on Report+Support!

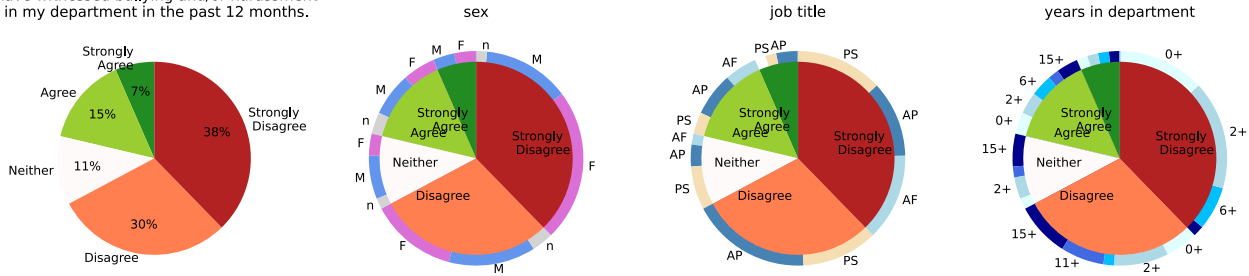
I have experienced bullying and/or harassment in my department in the past 12 months. sex



job title years in department

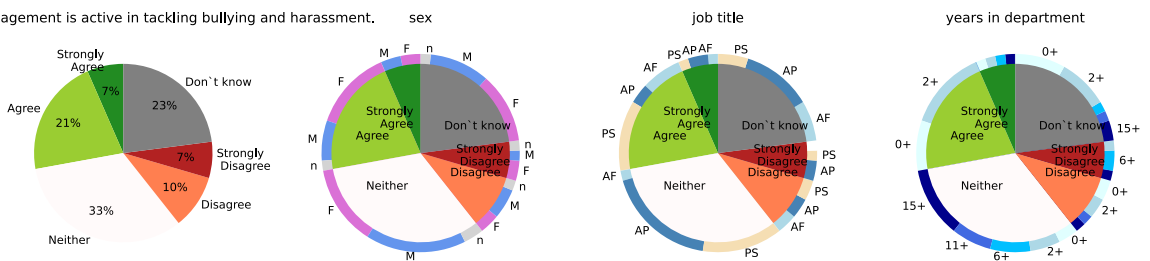


I have witnessed bullying and/or harassment in my department in the past 12 months.

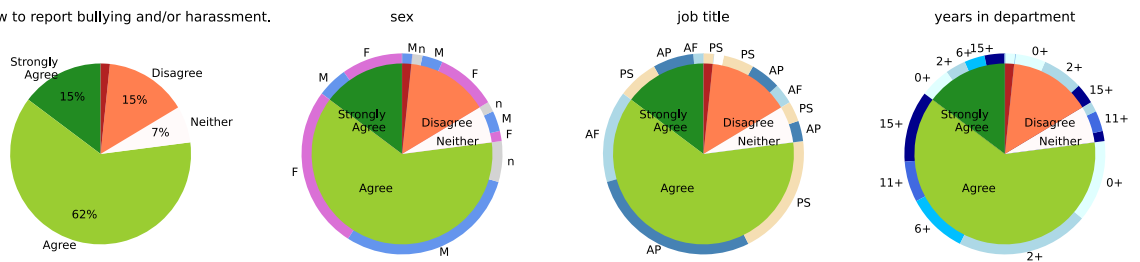


**Q16-17 handling of bullying:** Around half of the respondents feel neutral or do not know how bullying is handled (same as last year). There was ~10% shift from those who disagree to those who agree, which is also a positive development.

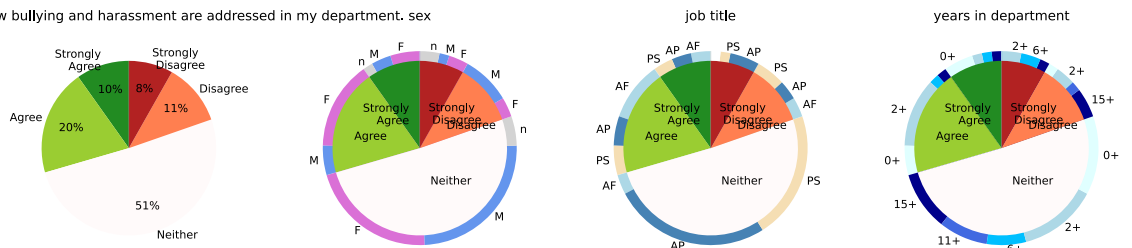
Departmental management is active in tackling bullying and harassment.



I know how to report bullying and/or harassment.

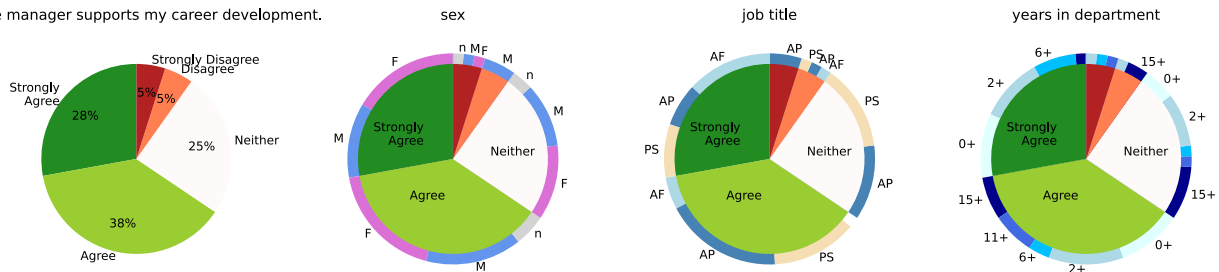


I am satisfied with how bullying and harassment are addressed in my department.

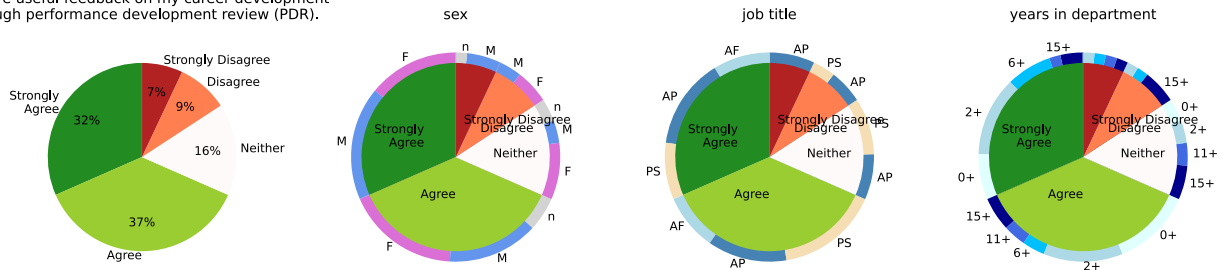


**Q18-19 career development:** Almost three quarters of the respondents feel their career development is supported by their line manager - no change from last year (but a significant 20% increase from 2023!) New question about PDR (4 respondents had no PDR in 2025) suggest that two-third of the respondents were a useful opportunity for them to get feedback.

My line manager supports my career development.

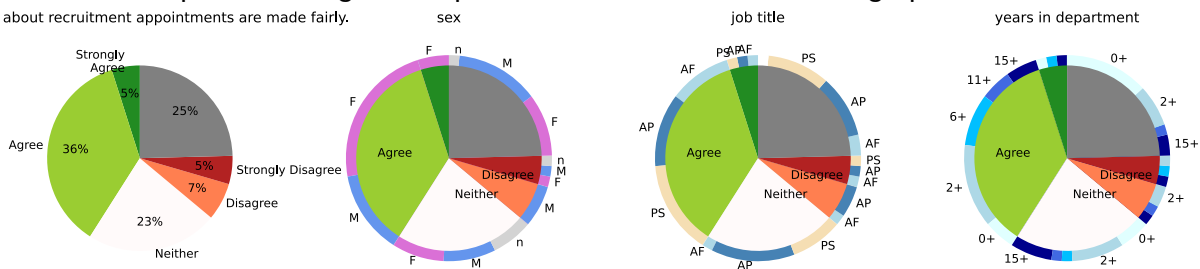


I receive useful feedback on my career development through performance development review (PDR).

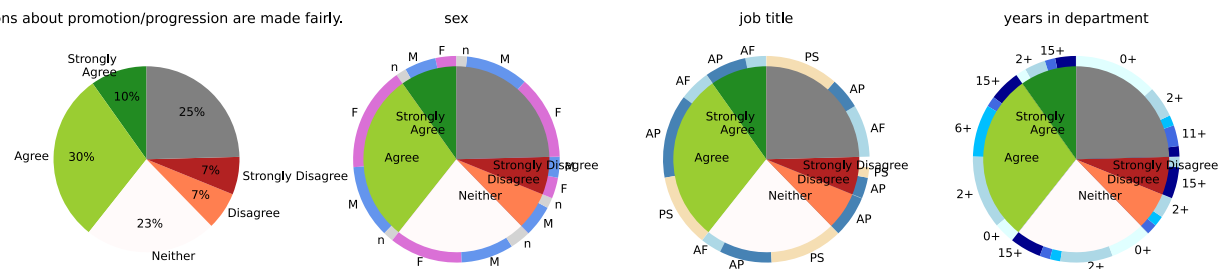


**Q20-21 recruitment/promotion:** There is no significant change in agree and disagree in either questions. Most respondents regard the process as fair or have no strong opinion/does not know.

Decisions about recruitment appointments are made fairly.

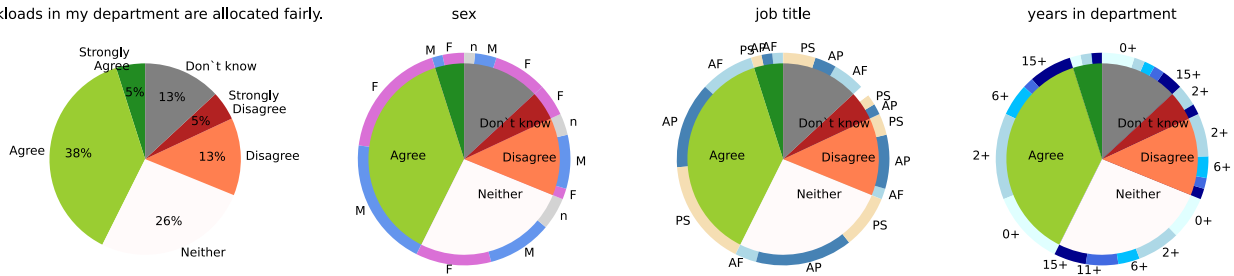


Decisions about promotion/progression are made fairly.

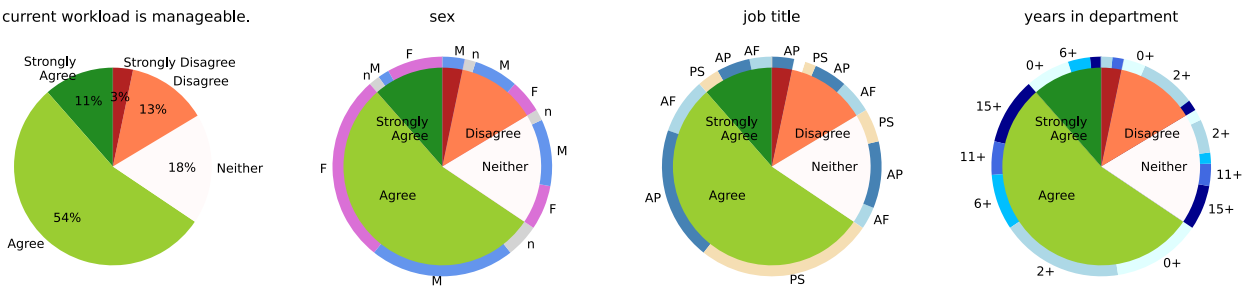


**Q10+22 workload:** 65% of respondents feel that their workload is manageable, same as last year (most who disagree are academic staff). Same proportion of people feel that workload allocation is not unfair.

Workloads in my department are allocated fairly.

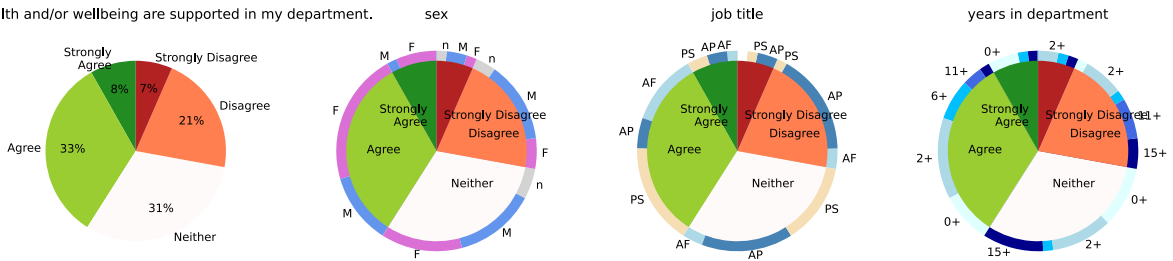


My current workload is manageable.

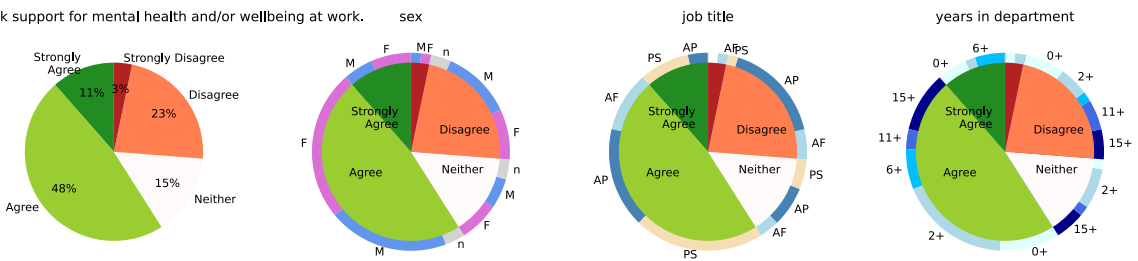


**Q23+24 mental health:** There was a significant increase in those who agreed with both statements between 2023 and 24, but now we see a slight decrease again. 5% fewer respondents thought that their mental health was supported by the department and 10% less knew how to seek support. (There does not seem to be significant correlation with years spent in the department or other characteristics.)

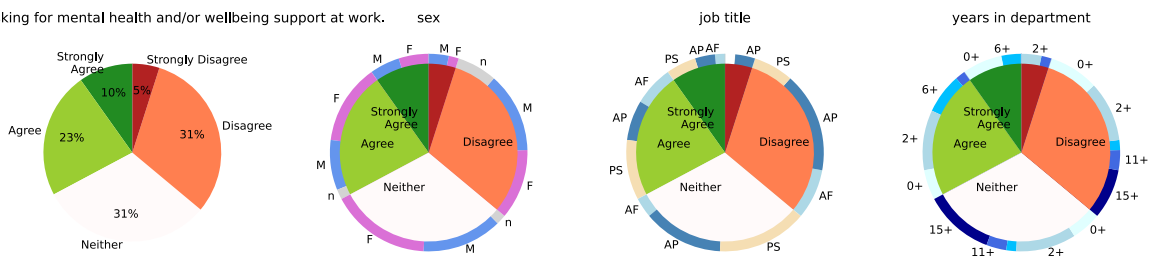
My mental health and/or wellbeing are supported in my department.



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

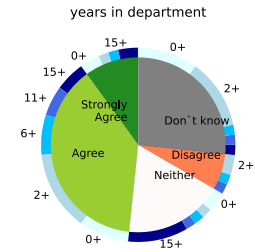
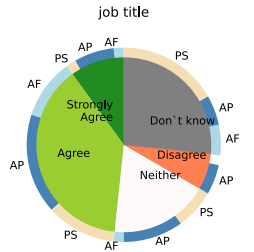
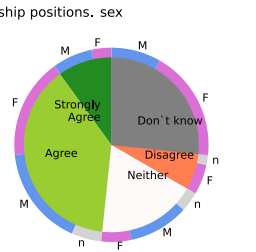
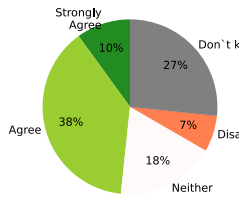


I feel confident asking for mental health and/or wellbeing support at work.

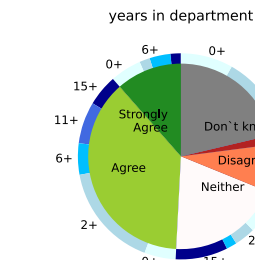
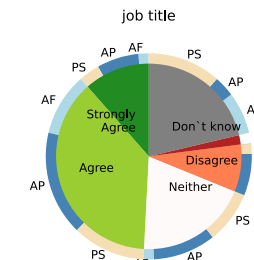
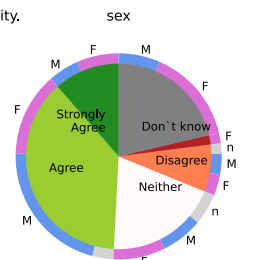
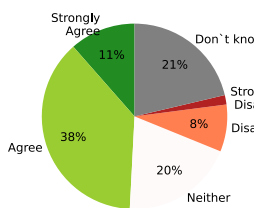


**Q6-8 gender:** A small decrease (8%) after the large increase in last year (+22%) agreeing that the management supports gender equality, but only the neutral category increased (particularly among female respondents), and no respondents strongly disagreed.

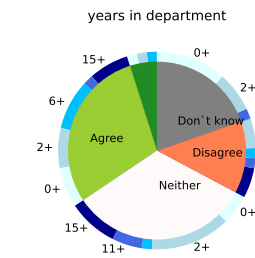
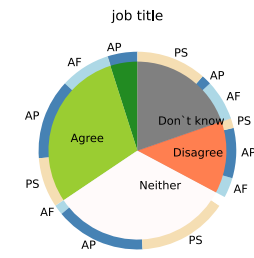
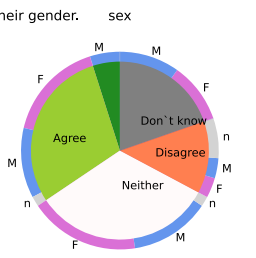
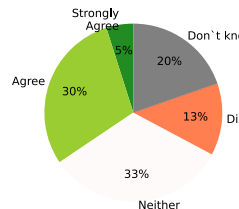
My department is committed to achieving gender balance in leadership positions. sex



Departmental leadership actively supports gender equality. sex

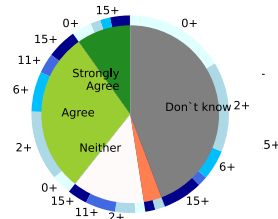
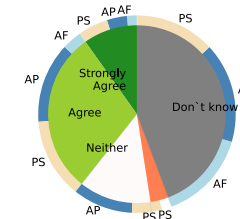
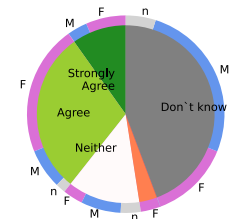
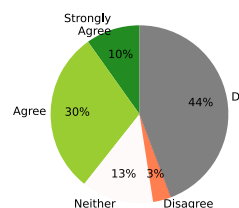


The rate people progress in my department is not affected by their gender. sex

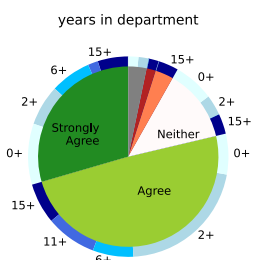
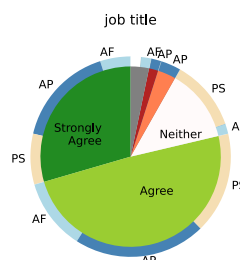
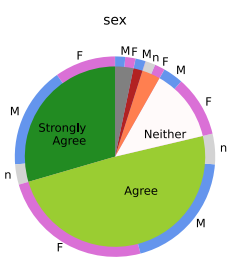
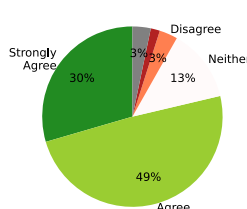


**Q7,12 caring and flexible working:** No significant changes since last year. Only a tiny fraction of the respondents feel that caring responsibilities are not considered, most feel neutral or do not know.

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



My department enables flexible working. sex



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

