

Chemistry Departmental Culture Survey 2023

Overall survey:

27 questions (23 multi-choice culture questions, 3 about characteristic of respondent, 1 open text)

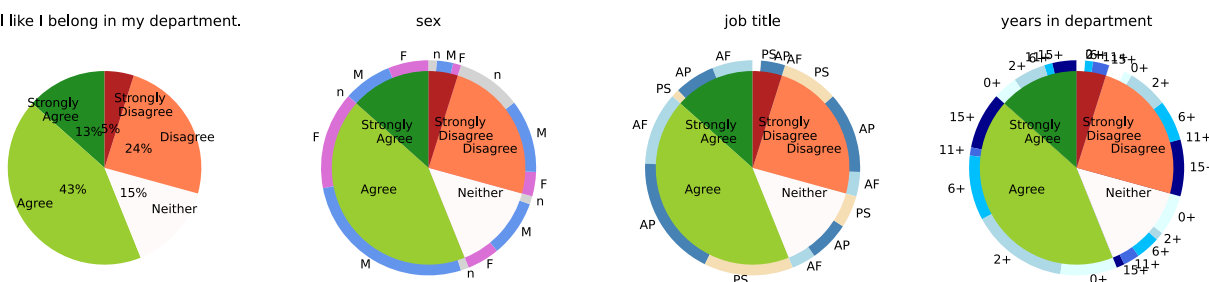
We received 82 responses:

- Sex: 25F, 46M, 11 preferred not to specify
- Job role: 38 permanent academic staff, 20 fixed term academic staff, 23 professional service
- 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.

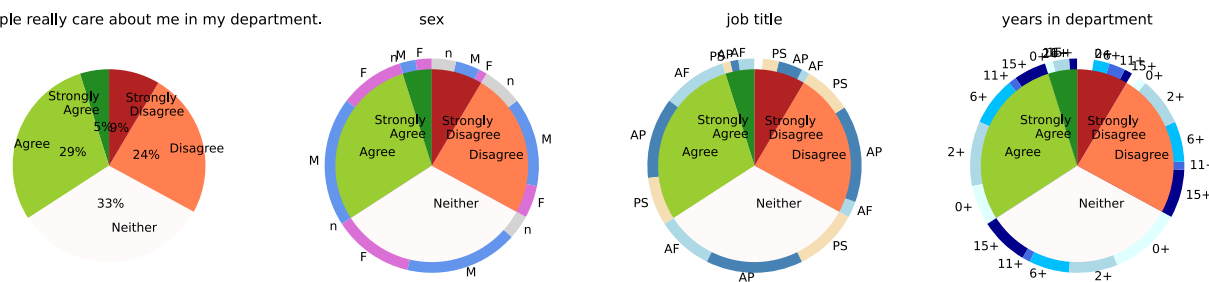
Survey Results' Analysis:

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.

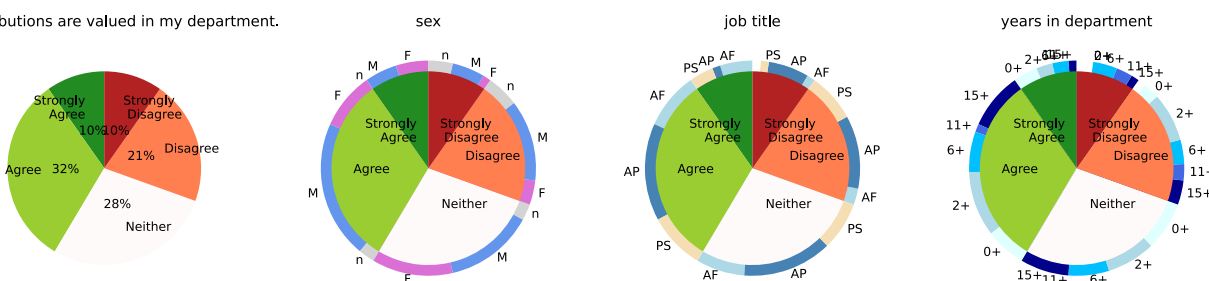
I feel like I belong in my department.



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

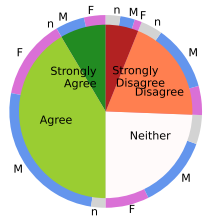
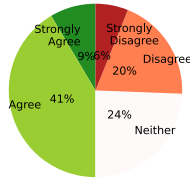


My contributions are valued in my department.

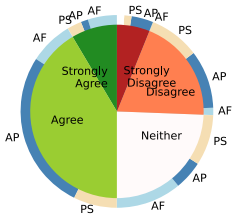


Q1-3 “being valued”: Those who felt least valued or least part of the department were most likely not to disclose their gender. There is no significant gender split in the questions measuring “belonging”, but professional services staff feel less valued or cared for than academic staff.

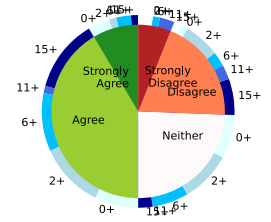
I feel comfortable speaking up and expressing my opinions within the department, sex



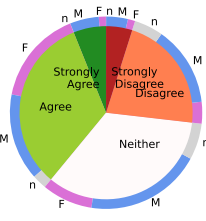
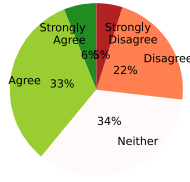
job title



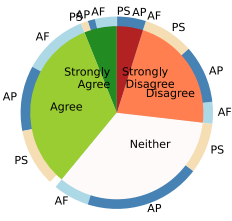
years in department



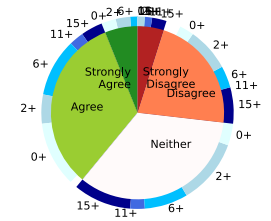
Departmental (internal) communications are clear and relevant to me and my role, sex



job title

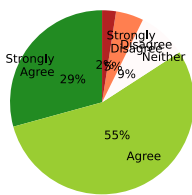


years in department

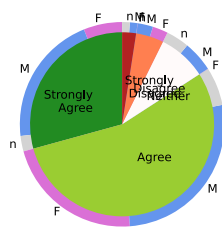


Q4-5 communication: Half of the respondents feel comfortable speaking up within the department, with professional services staff least likely to feel that way.

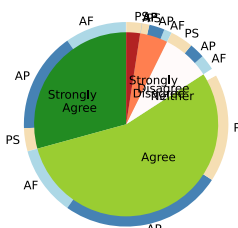
My department enables flexible working.



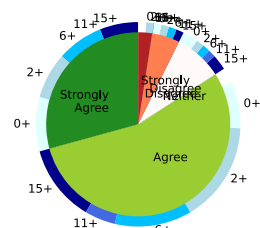
sex



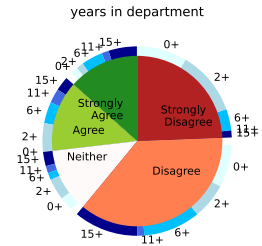
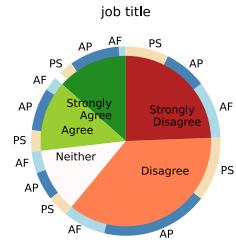
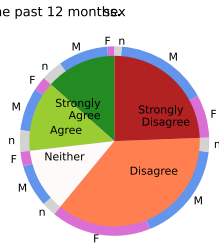
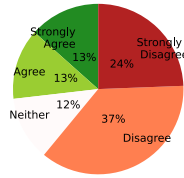
job title



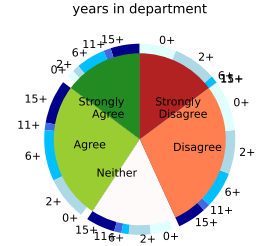
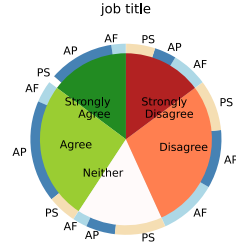
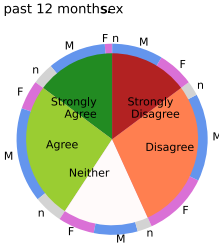
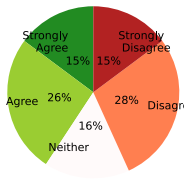
years in department



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

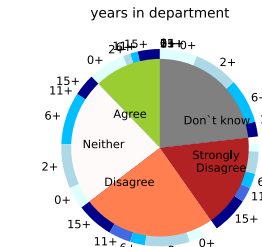
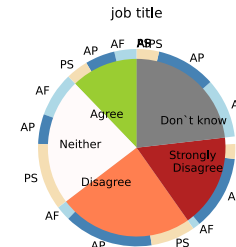
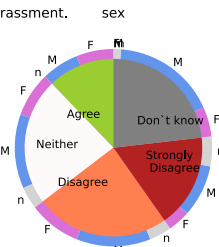
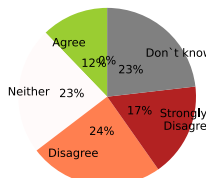


I have witnessed bullying and/or harassment in my department in the past 12 months

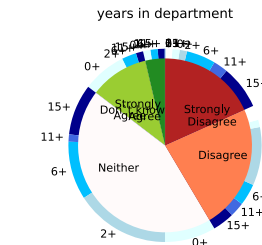
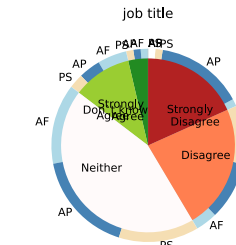
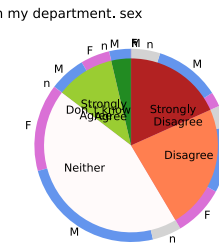
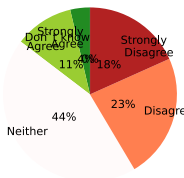


Q14-15 bullying: A quarter of the respondents have experienced bullying in the department (with permanent academic staff, men and those who chose not to disclose their gender, more likely to be the victims of bullying) in the past year. Over 40% has witnessed bullying, mostly men, permanent academic staff and those being in the department for longer more likely to have witnessed bullying.

Departmental management is active in tackling bullying and harassment.

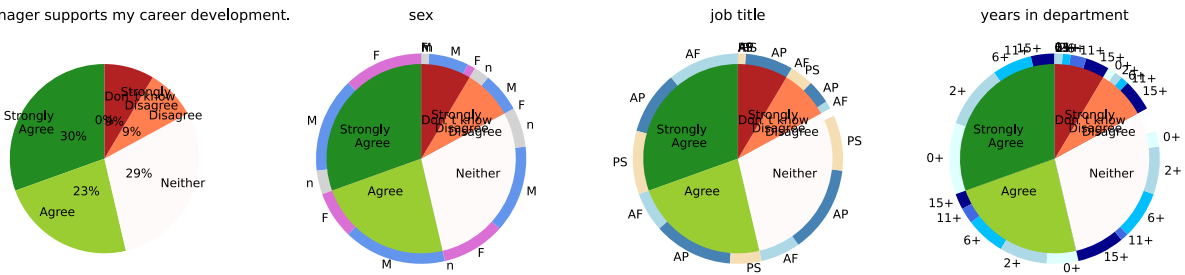


I am satisfied with how bullying and harassment are addressed in my department.



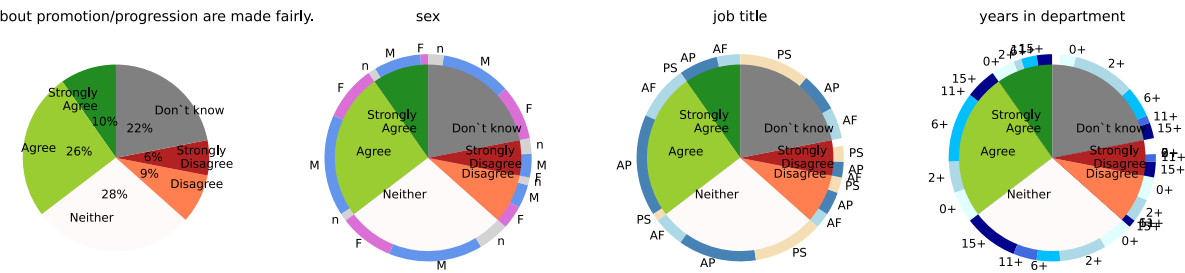
Q16-17 handling of bullying: Only a small fraction of the respondents think that bullying is actively tackled and are satisfied with how harassment is addressed. Almost half of the respondents feel neutral or do not know how these are handled.

My line manager supports my career development.

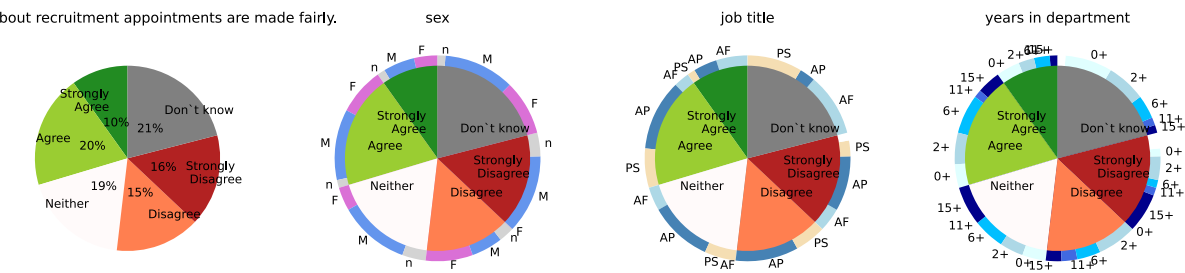


Q18 career development: More than half of the respondents feels their career development is supported by their line manager. Men and permanent academic staff are slightly more likely to be dissatisfied.

Decisions about promotion/progression are made fairly.

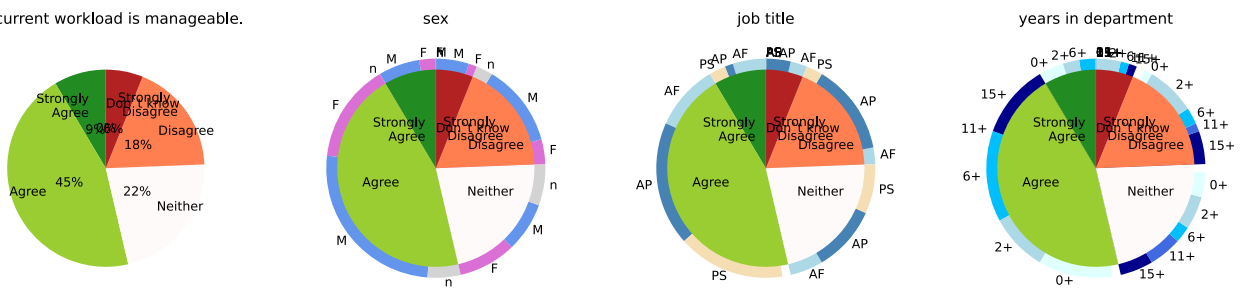


Decisions about recruitment appointments are made fairly.

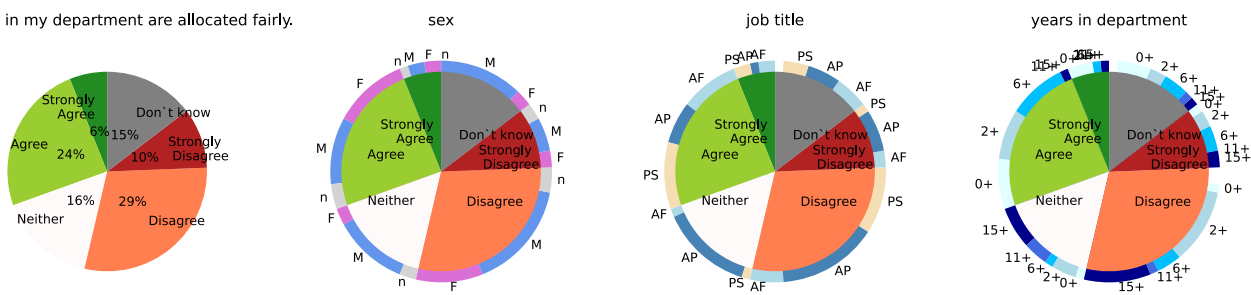


Q19-20 recruitment/promotion: More than half of the respondents is neutral or does not know if promotion is fair. Regarding recruitment, there is almost an equal split among each categories.

My current workload is manageable.

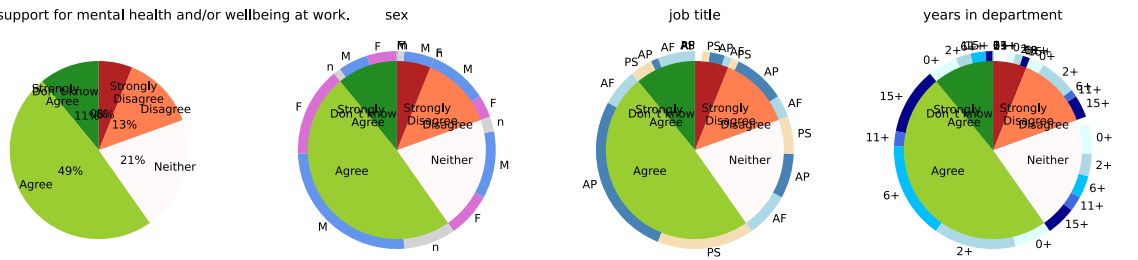


Workloads in my department are allocated fairly.

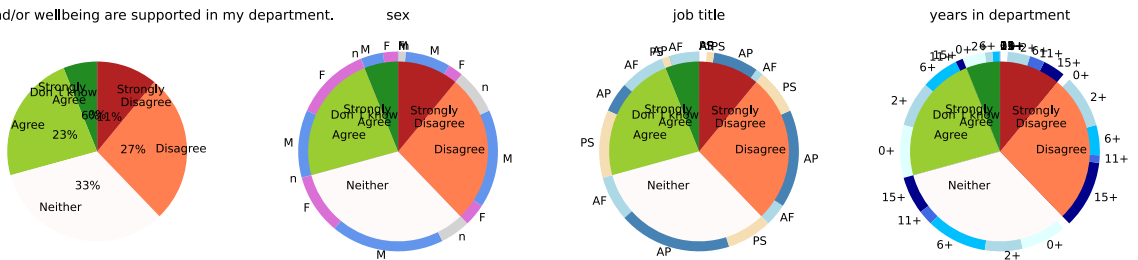


Q11+20 workload: Quarter of respondents feel their workload is not manageable, mostly permanent academic staff. Women are most likely to be satisfied with how work is allocated

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

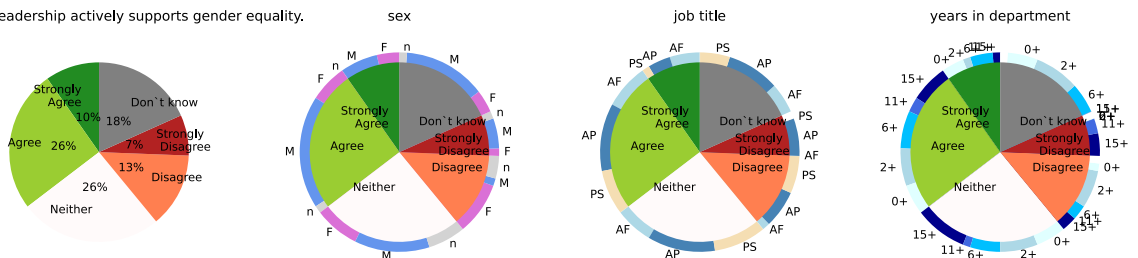


My mental health and/or wellbeing are supported in my department.

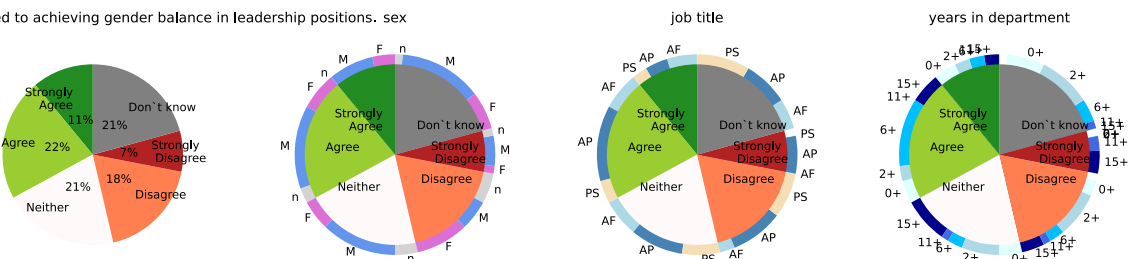


Q21+22 mental health: The majority of respondents know where to seek mental health support, with mostly men lacking this information. However, more respondents feel the department does not support them (mostly men and permanent academic staff) than this who feel supported (mostly women and academic staff on fixed term contract).

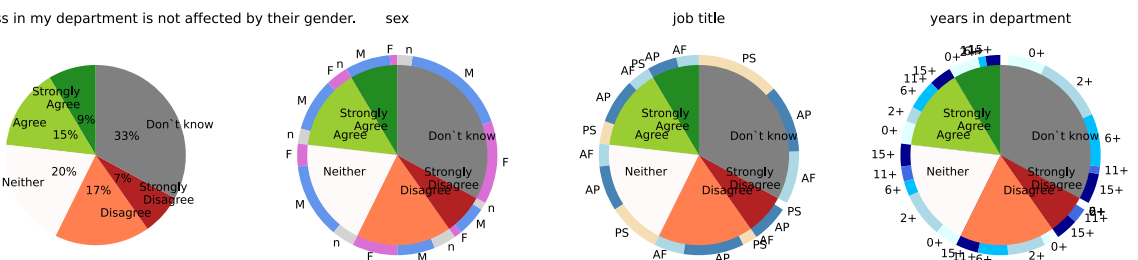
Departmental leadership actively supports gender equality.



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

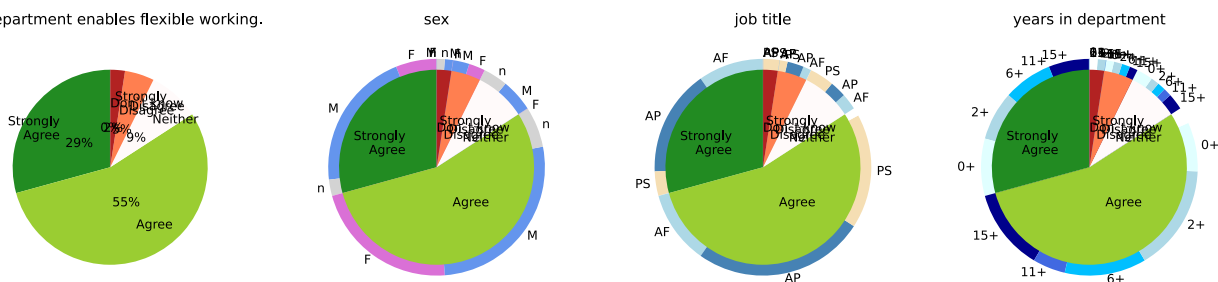


The rate people progress in my department is not affected by their gender.



Q6-8 gender: The majority of respondents are neutral or do not how gender affects progression or if the departments is supporting/committed to gender balance (and most of the professional support services staff). The women considerably more likely to feel the department to not support gender equality and gender balance in leadership positions.

My department enables flexible working.



Q10 flexible working: The overwhelming majority of the respondents feel the department enables flexible working, with professional services staff slightly less likely to agree.