

Staff survey summary 2018

Participation:		Responses 2018	Responses 2015
Academic	30%	19	36
Research	23%	21	13
Admin	18%	3	7
Technical	39%	7	6
Postgrad	12%	20	–

There is a large drop in participation across Academic and Admin categories compared to 2015 survey, but more responses from Research staff. Low response rate may be due to timing, directly after Pulse survey. Links in response to areas of concern are given below for each staff category.

Academic:

18/18 responses indicated they were happy with the overall culture in the department.

Staff are generally aware of procedures. The only significant responses of 'I don't know what this means' were against Workload Allocation Model, with 6/19 responses and a request for more transparency.

Details of the department's Workload Algorithm can be found at:

<https://warwick.ac.uk/fac/sci/physics/intranet/teaching/staffhandbook/teachingduties/algorithm>

And Flexible Working which had 3/18 responses.

Details of flexible working arrangements can be found at:

<http://warwick.ac.uk/services/humanresources/internal/wellbeing/flexibleworking>

3/18 responses indicated they would like to see more careers support, support for grant writing, and more diverse role models (both male and female) in the department.

The Learning and Development Centre runs a range of courses on staff development, which the department strongly supports staff to attend

https://warwick.ac.uk/services/ldc/researchers/events_news/ras_events/

Research:

Mostly positive responses to all categories, with 12/14 indicating that they were happy with the overall culture in the department.

A small number of responders indicated they would like to see more role models. 3/14 responders disagree that the department takes proactive steps to consider the images it uses to represent and promote the department.

Some responders have concerns with gender discrimination (4/14) and racial discrimination (2/14).

The department is committed to eliminate any form of discrimination; individuals with such concerns are invited to raise them with their line manager or the HoD, irrespective of whether they relate to the department or wider University environment.

Further information is available on gender equality via the Institute of Physics Juno and Athena SWAN awards at <https://warwick.ac.uk/fac/sci/physics/staff/working/juno> , and on the University's Race Equality Charter Mark team at <https://warwick.ac.uk/services/equalops/rcm/>

Technical:

Broadly positive;

1/7 responses would like more careers advice/support and is unfamiliar with mentoring.

See http://www2.warwick.ac.uk/fac/sci/physics/intranet/career_development

Admin:

A low number of responses.

1/3 responders is unfamiliar with flexible working policy

<http://warwick.ac.uk/services/humanresources/internal/wellbeing/flexibleworking>

Postgraduates:

3/19 postgrads are unfamiliar with careers advice and six monthly review meetings,

5/20 are unfamiliar with mentoring;

Mentoring is a fairly new process and was not in place for postgraduates who started more than two years ago. It is expected that not all new starters will be familiar with careers advice and six monthly review meetings

5/18 responses would like to see more female/diverse role models - the department is perceived as being white/male.

Our data show that within the staff, 21% identify as female and 13% as BME. Postgraduates: 25% female, 22% BME. Undergraduates: 20% female, 29% BME. All of these values are greater than the UK national average for Physics departments.

Profiles of some role models can be found at

http://www2.warwick.ac.uk/fac/sci/physics/staff/working/staff_profiles_and

<http://www2.warwick.ac.uk/fac/sci/physics/staff/working/casestudies>

Overall

All Academic and Research staff were familiar or had engaged with the promotion process, a real improvement compared with 2015.

Workload allocation model still needs clarification.

Some bullying and harassment was reported.

All specific reported instances of bullying and harassment will be investigated. Staff who wish to speak to someone in confidence regarding bullying and harassment can find reporting options here:

<https://www2.warwick.ac.uk/services/equalops/dignityatwarwick/report/>

Across all categories a small number of responses indicated a wish to see more diversity in the department.

Many of the policies relating to good working practices and equality in Physics can be found at
<https://warwick.ac.uk/fac/sci/physics/staff/working/>