Summary of the 2019 staff survey

To all those who took the time to complete the 2019 survey, it was an excellent response and we would like to say a big THANK YOU. Your responses to this survey will contribute to the completion of our next Athena SWAN application which is due in November 2020. We would like to reiterate that your response is anonymous, and comments cannot be related to specific members of staff.

The survey was launched on the 1st October 2019 following completion of the Annual Review round for 2018-19. We are delighted to report that the completion rate for the staff survey in 2019 was 79%. This was an 8% improvement on the survey of 2018 and 14% improvement on the 2017 survey.

Athena SWAN at the Rowett:

- 84% of respondents were aware of Athena SWAN at the Rowett, and 95% of these said they understood what Athena SWAN was trying to achieve.
- The inclusion of Athena SWAN news in the fortnightly newsletter has been a positive development with 69% of respondents agreeing that this promoted the values of Athena SWAN in the institute.
- The STEM seminars organised by Athena SWAN team were well received with only 5% of respondents thinking that this did not help to improve the equality culture of the institute.
- 13% of respondents (included both female and male respondents) indicated that STEM presentations had helped in thinking about their own career development.
- More than 50% of respondents thought that the annual checklist at the annual review had helped to promote discussion about career development, promotion and workload with only 13% disagreeing.
- In recognition of the likelihood that staff may have caring responsibilities for family members that cover the whole lifespan, 60% of staff thought the role of the family advisor better supports staff needs.

Workload and flexible working:

- The percentage of respondents who felt happy with their workload fell from 83% in 2018 to 69% in 2019.
- The percentage who said there was pressure to work long hours was slightly increased at 40%, but employer driven pressure was similar to 2018 at 14%.
- 13% of respondents thought they were not recognised for their contribution to research and a similar amount for administration and teaching.
- 77% of staff agreed that there is a supporting attitude towards flexible working, with only 5% disagreeing. This is reflected with the response to a new question in the 2019 survey, with 51% of respondents indicating that they have a flexible working arrangement with their line manager. Comments received in the survey there is an appreciation among staff for flexible working.

Working environment:

- Overall the working environment was described as supportive, welcoming, inclusive or sociable.
- Only 3 people said it was miserable and 2 said it was sexist (up 1 on 2018).
Comments received on the working environment were broad, but several did indicate that socialising can be difficult. Communication from management was largely thought to be satisfactory with only 7% of respondents disagreeing.

**Annual review process:**

- 85% of respondents indicated that they had received an annual review within the last 12 months.
- 8% of respondents who had not received an annual review, had been at the Rowett less than 12 months. These may have been staff relatively new to the institute. However, 4 members of staff have not had an annual review in the last 12 months or longer.
- 80% of respondents said career progression, workload and opportunities for staff development are discussed at the annual review.

*We would recommend members of staff who have not received an annual review to go to their line manager to raise this issue.*

**Promotions:**

- 80% of respondents indicated that career progression and promotion were discussed at the annual review.
- Only 10% of respondents said they did not have a good understanding of the promotion process, and 6% indicated that they would require training on the promotion process.

Although our HR contact is willing to speak to staff at their convenience, to encourage dialogue on promotion, the Athena SWAN team have instigated an additional measure of regular bookable (3 blocks per year) one to one promotion information sessions with HR. These sessions are open to both those seeking promotion and line managers seeking to provide support for reportees. These sessions are promoted at intervals via the fortnightly newsletter.

- 90% of staff indicated that there was no gender difference with respect to treatment for promotion.
- 8% percent of female respondents thought women were significantly or slightly disadvantaged
- 2% of male respondents thought men were slightly disadvantaged.

Thus overall, staff feel there are the same prospects for promotion irrespective of gender.

- 61% of those that responded have worked at the institute for more than 10 years.
- 43% of staff have been at their current grade for 6 years or more
- 19% have been at the same grade for more than 10 years.

This may indicate that among longer serving staff, promotion has stalled. Several comments on promotion prospects were given with such comments indicating that encouragement and support are required to motivate staff to achieve the next level.

**Equality and Diversity:** Promotion, access to career development opportunities, access to laboratory and office space and access to administration support were perceived to attract very little gender difference. Most staff thought the university and Rowett management promote a positive culture in relation to equality and diversity.