

NDPHCS Better Workplace Staff and Student surveys Sept 2018

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SWAN lead**

**Department Open Meeting
01 Nov 2018**

Background

Athena SWAN Charter (equality and diversity/ women in science, medicine and technology) NDPCHS a Silver Award holder since 2014; renewed 2017.

Athena SWAN activities at national, Medical Science Division and department level

- MSD - Staff Survey
- NDPCHS – our 2012 Athena SWAN group renamed itself the Better Workplace Group in 2014, with working groups across the department including Early and Mid Career researchers, PDRs, Physically Active at work, Green Impact, Mentoring, Family Friendly, communication, Clinical academics, data monitoring. Each WG has a senior department team Champion

Doing well....

- 96% agree their manager values their contribution (90% in 2016)
- 77% agree their manager supports their professional development (75% in 2016)
- 90% would recommend working in the Department to a friend (88% in 2016)
- 98% agree that information is shared well in the Department using the internal newsletter (96% in 2016)
- 82% feel included in the department's social / networking activities (77% in 2016)

Doing well....

- Family Friendly items all maintained at 90% and over
- More people have successfully asked to work part time
- Weekly newsletter and website first point of call for information(85%)
- Early and mid career researchers events much appreciated
- Christmas and summer parties, coffee mornings
- 13/14 students happy with their supervisors

atmosphere
Coffee
people
environment
great colleagues
flexible
seminars
friendly
Summer party
Christmas party
work
team
support
research
colleagues

BUTsignificant gender differences

I feel that someone in the department takes an interest in my career (70% from a high of 100% in 2013 and 2014)

I feel integrated into the department

I feel included in the department's social and networking opps

I feel confident conducting probationary and PDR reviews

My manager/ supervisor gives me helpful feedback

I take time to reflect on and plan my career development

I feel clear about the career opportunities open to me

I have the opportunity to develop new skills

I think ways to achieve promotion are clear and transparent

Women are well represented at senior levels in the Department

2018 – 55% agree (44% women, 20% men)

2016 - 68% agree

2014 - 57% agree (gender difference significant)

2013 - 51% agree

Men are well represented at senior levels in the Department

2018 – 92% agree

2016 - 97% agree

2014 - 99% agree

2013 - 98% agree



Current initiatives

- James Sheppard and Lisa Hinton appointed as Better Workplace/ Athena SWAN deputies
- Induction process (new website info - and reminders for long term staff)
- Personal Development Reviews (everyone should have one once a year)
- Integration – good in teams but less in department eg only half of students feel integrated into department
- The **Better Workplace Group** is for ...Everyone 55%
Never heard of it 30%
Don't Know 15% Other (women, early career, senior,
- *'I feel that management and decision making processes are clear and transparent in the department'* 2018 – 46% agree – and less than half of students (61% in 2016)

Observations on survey results (we await comparative data with other departments in the MSD)

- Some ceiling effects
- Some gaps in information, possibly due to expanding department (77 new staff since November 2017)
- There is apparent variation between groups – leadership, culture, staff and skill mix, encouragement for career development suggests need for further exploratory work at group level