

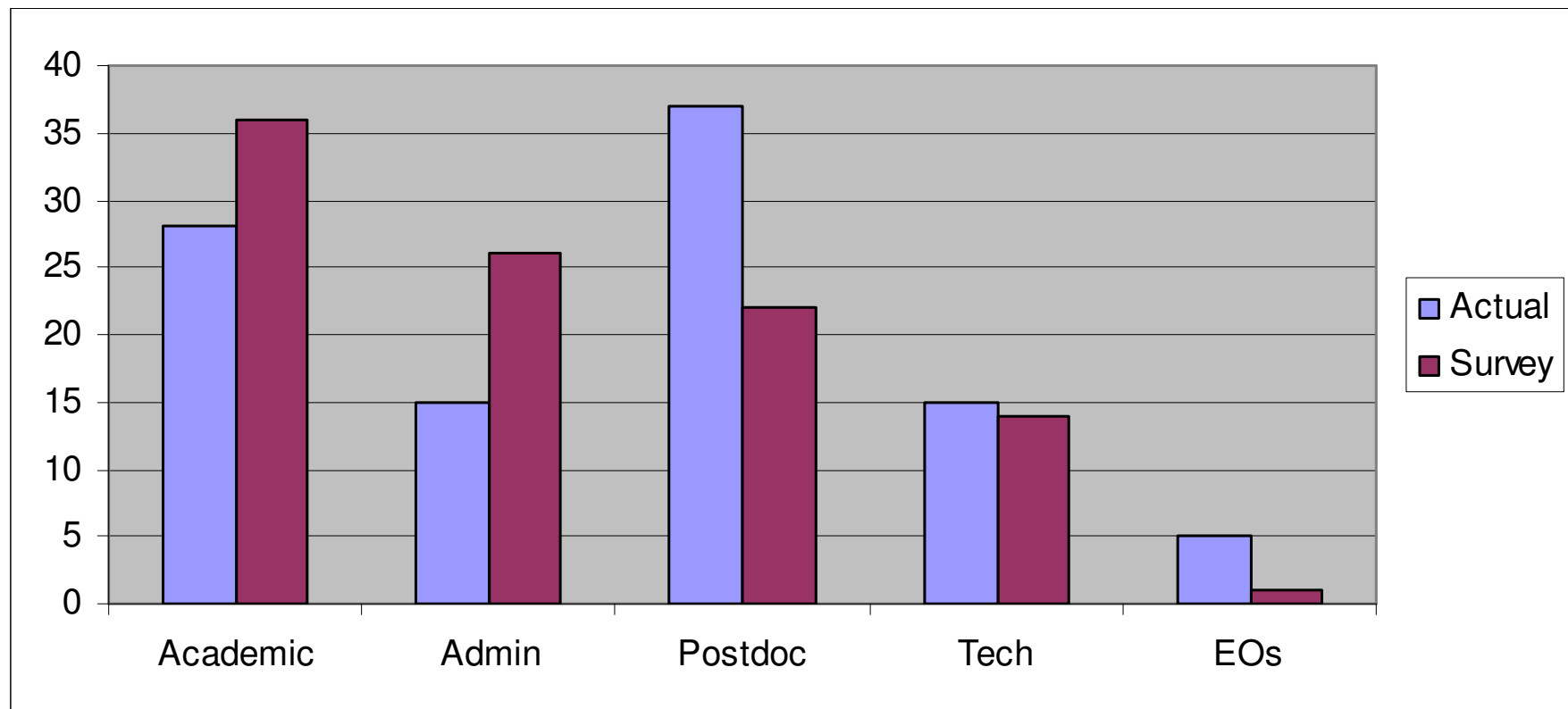
Athena SWAN Survey: the Voice of the School?

Well at least it's what 77 of our staff said
(31% response)

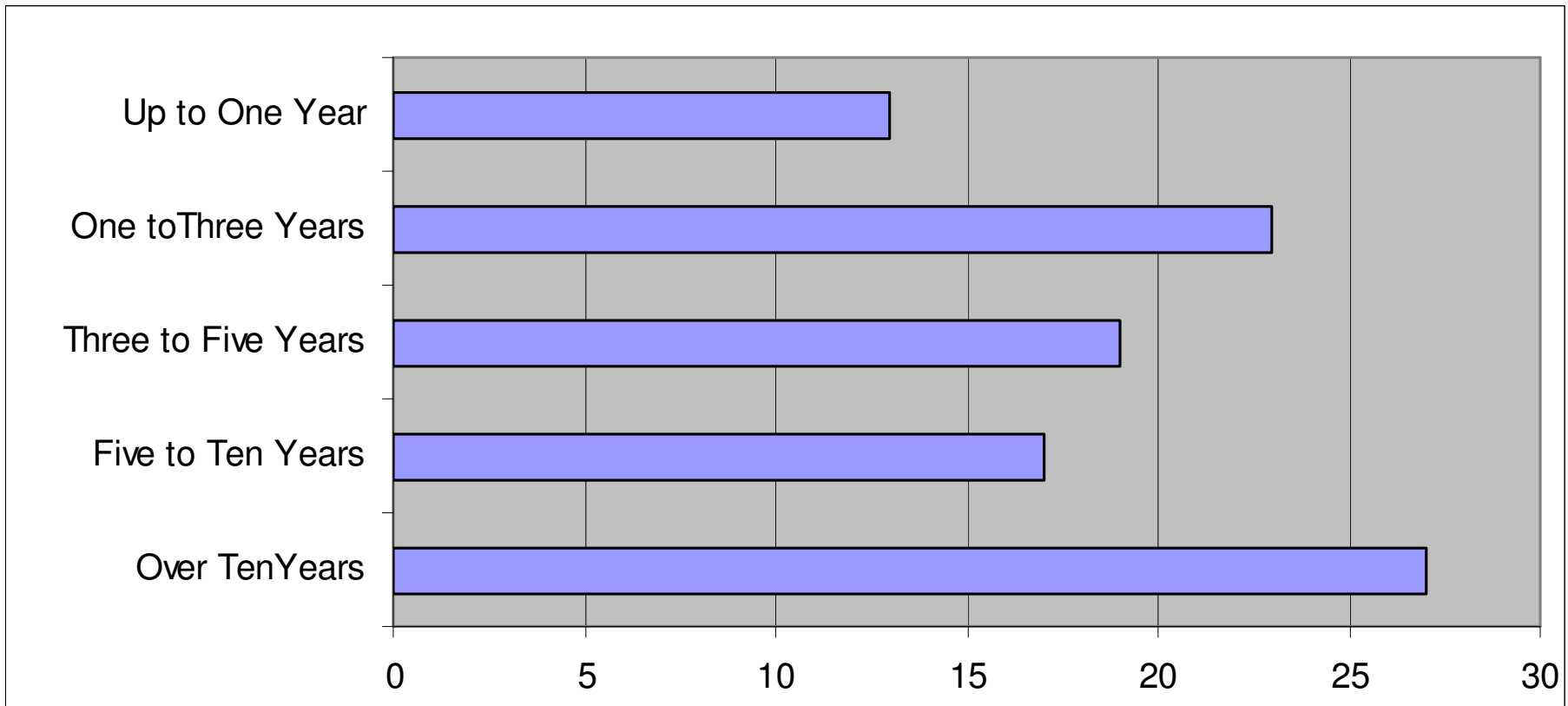
Some facts for starters

- 58% Female respondents
 - 29% female staff in the School
- 47% Line Managers
 - Inst.L.M average “about 1 in 5”

Staff Responses by Role (%)



Length of Service



The Good

- Welcoming workplace - 66% (indiff 26%)
- I know my line manager - 99%
- My PDR was satisfactory – 84%
- Line Manager encourages T&D – 79%
- LM encourages flexible working – 82%
- I don't feel disadvantaged at work – 81%

The Bad

- I've not had a PDR in the last year – 36%
- Workload allocation is unfair – 36%
- Unaware of promotion procedures – 52%
- Line Manager does not encourage T&D - 21%
- Academic/Admin staff relations – tension
- Lack of common room for social interaction

The Ugly

- “It still seems that being incompetent is a good strategy for avoiding complex duties”
- “...I feel I have been treated differently from other colleagues”
- “...postdocs are taking (on) almost all the roles of their PIs...”
- “A lot of staff do comparatively little useful work of any description”

What do we do next?

- Develop an effective workload model – must be clear and transparent
- Line managers require additional training – some are clearly not implementing policy
- Female line managers require additional support
- Promote our Training Policy and embed within LM training
- Communicate promotions procedures – notwithstanding HERA
- Develop and implement an action plan

Submission date 31 May

- Let's go for it!
- Template for submission
- Honest self assessment
- Assessment against the submission
- Action plan required (3 year)
- Staff buy-in critical!