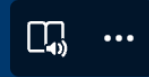


Summary of Results from Workplace Culture Survey 2022

MIKE PETERSEN AND LAURA KEATING

QUALITATIVE ANALYSIS:
MARGO MOUAT

QUANTITATIVE ANALYSIS:
SUSANNA RICHMOND



Physics & Astronomy Workplace Culture Survey 2022

Welcome

The aim of this survey is to better understand how school culture is perceived by staff and students, including your views on policies and attitudes concerning wellbeing at work, maintenance of work-life balance, and equality of career development opportunity for all. It should take around 10 to 20 mins minutes to complete.

The key findings of the survey will help guide our Equality, Diversity & Inclusion action plan for the next 2 years and our application to renew our Juno status with the Institute of Physics. Some questions relate specifically to gender equality within the School: responses to these questions will feed into an Athena Swan application.

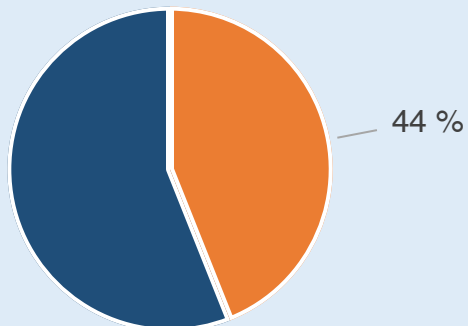
Your responses will help us to assess the current culture within the School of Physics and Astronomy and contribute to improvements that benefit everyone who works and studies in the School.

The layout of the survey is limited by the tool used to create the survey - if any question doesn't apply to you or you don't want to answer, please skip the question.

There are free text boxes in each section if you wish to make a comment or suggestion.

Demographic Information

222 staff filled in survey in total

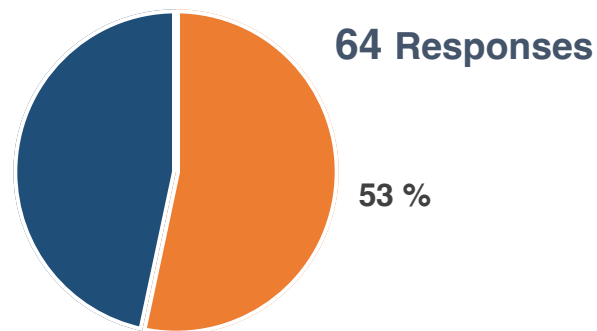


■ **Filled Survey**

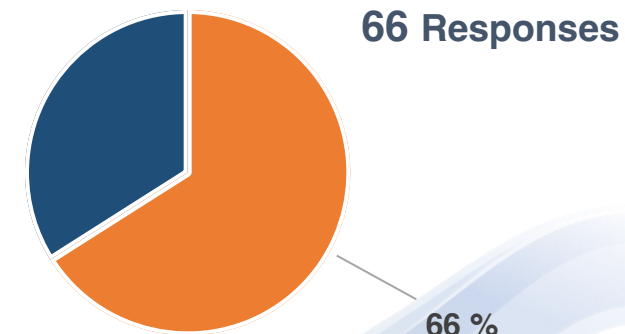
■ **SoPA**

around 505 staff total*

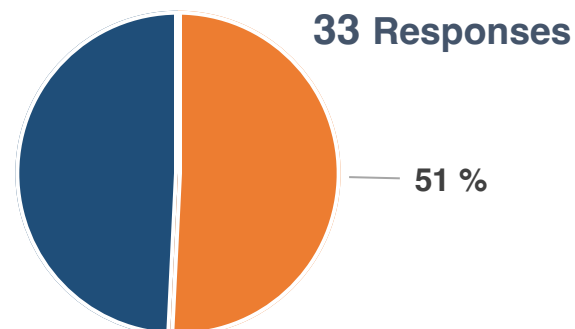
Academic:
Research



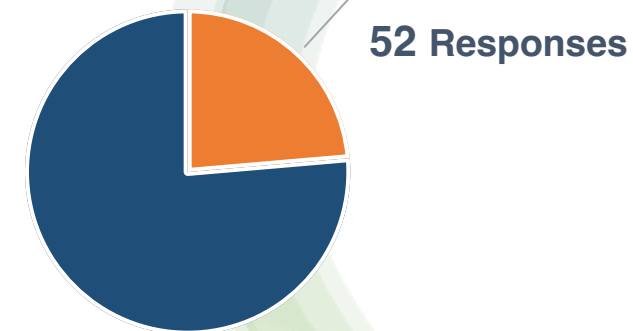
Academic:
Teaching,
Research &
Teaching



Professional
Services



PhD Students 24 %



*these numbers are taken from the 2022 JUNO Report

Summary of Survey Topics

1. Belonging and Inclusion
2. Work-life Balance
3. Bullying and Harassment
4. Wellbeing

Other topics covered but not discussed here:

Equality, Diversity and Inclusion, Career Development, Inductions, Covid-19

Belonging and Inclusion

		The culture in the school is welcoming and friendly	My contributions are valued in my department	The culture in the school is collegial and respectful
	Number of respondents	Agree / Strongly Agree	Agree / Strongly Agree	Agree / Strongly Agree
PhD students	52	94%	75%	87%
Academic: Research (including PDRAs)	64	89%	83%	84%
Academic: Teaching, Research & Teaching	66	91%	86%	86%
Professional Services	33	94%	82%	67%
Prefer not to say	7	57%	43%	43%
White	187	90%	80%	80%
African, Asian, Black, Carribean, Mixed, Other	26	96%	92%	96%
Prefer not to say	9	89%	78%	78%
Women	73	92%	84%	79%
Men	129	91%	81%	83%
Prefer not to say	17	82%	65%	76%

- Lower level of agreement among Professional Services staff that the School culture is collegial and respectful

Belonging and Inclusion

Comments from Free Text:

- Feelings of isolation for new starts
- Lack of community between staff at ROE and in JCMB
- Need for more in person/more informal events
- Issues with negative comments on race/ethnicity
- Calls for more unconscious bias training
- Professional Services staff feeling under-appreciated by Academic staff

Work-life Balance

		The School enables flexible working	The School's workload model is transparent	Work is allocated on a clear and fair basis	My workload is manageable
	Number of respondents	Agree / Strongly Agree	Agree / Strongly Agree	Agree / Strongly Agree	Agree / Strongly Agree
PhD students	52	92%	33%	46%	71%
Academic: Research (including PDRAs)	64	95%	41%	52%	61%
Academic: Teaching, Research & Teaching	66	94%	55%	42%	47%
Professional Services	33	82%	36%	52%	55%
Prefer not to say	7	100%	0%	14%	43%
White	187	93%	41%	47%	59%
African, Asian, Black, Carribean, Mixed, Other	26	92%	46%	50%	54%
Prefer not to say	9	89%	33%	33%	44%
Women	73	93%	37%	49%	59%
Men	129	93%	44%	49%	59%
Prefer not to say, N/A	17	82%	35%	18%	35%

- Most staff don't find the workload model transparent or feel work is allocated fairly
- Significant numbers do not feel that their workload is manageable
- Note that a review of the workload model is part of the JUNO Action Plan

Work-life Balance

Comments from Free Text:












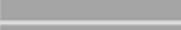























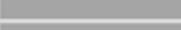






























- Issues with the workload model
 - only rewards teaching based activities
 - teaching given more weight than research
- Workload is constantly increasing (unpaid overtime)
- Pressure on PDRAs to take on teaching activities
- Problems with expectations for TAs to take on work

Work-life Balance

Comments from Free Text:

- Culture of overworking and overcommitment in the School
- School culture doesn't support taking time off
- Understaffing in and under-appreciation of Professional Services
- Lack of resources to support parents/carers
- Feeling that people are only appreciated for going above and beyond, not doing their job well and competently

Bullying and Harassment

		I have experienced bullying and/or harassment in last 12 months	I have witnessed bullying and/or harassment in last 12 months	I know how to report bullying and/or harassment	I feel satisfied with how bullying and harassment are addressed in the School	I am aware of the University's Dignity and Respect policy	I am aware of the University's harassment online reporting tool ("Report and Support")
	Number of respondents	Agree / Strongly Agree	Agree / Strongly Agree	Agree / Strongly Agree	Agree / Strongly Agree	Yes	Yes
PhD students	52	 6%	 13%	 38%	 19%	 56%	 46%
Academic: Research (including PDRAs)	64	 5%	 2%	 53%	 33%	 64%	 50%
Academic: Teaching, Research & Teaching	66	 2%	 6%	 71%	 42%	 88%	 61%
Professional Services	33	 3%	 3%	 73%	 30%	 88%	 52%
Prefer not to say	7	 0%	 14%	 14%	 29%	 57%	 43%
White	187	 3%	 5%	 58%	 32%	 76%	 52%
African, Asian, Black, Carribean, Mixed, Other	26	 8%	 15%	 62%	 31%	 54%	 62%
Prefer not to say	9	 0%	 0%	 22%	 44%	 67%	 33%
Women	73	 5%	 8%	 51%	 22%	 67%	 42%
Men	129	 3%	 5%	 64%	 38%	 75%	 57%
Prefer not to say, N/A	17	 0%	 6%	 35%	 29%	 71%	 47%























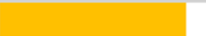









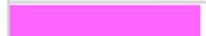



- UoE's Dignity and Respect policy needs to be better circulated
- Many staff were unaware of the online 'Report and Support' tool

Bullying and Harassment

Comments from Free Text:

- Lack of knowledge on how and when to report bullying and harassment
- Inexperience of managers/supervisors in dealing with bullying and harassment
- People not confident where to go for advice
- Positive feedback about existing workshops (*Where do you draw the line?*)

Wellbeing

		I feel that my mental health and wellbeing are supported in the School		I feel that I know where to seek support for mental health and/or wellbeing at work		I feel comfortable asking for mental health and/or wellbeing support at work		I feel there are sufficient mental health resources available to me to support my team	
	Number of respondees	Agree / Strongly Agree		Agree / Strongly Agree		Agree / Strongly Agree	Number of respondees	Agree / Strongly Agree	
PhD students	52	 60%	 58%	 42%					
Academic Research (including PDRAs)	64	 61%	 55%	 55%	8	 38%			
Academic Teaching, Research & Teaching	66	 45%	 56%	 38%	57	 44%			
Professional Services	33	 73%	 70%	 58%	14	 64%			
Prefer not to say	7	 29%	 14%	 14%	1				
White	187	 58%	 59%	 46%					
African, Asian, Black, Carribean, Mixed, Other	26	 62%	 54%	 58%					
Prefer not to say	9	 22%	 11%	 11%					
Women	73	 56%	 53%	 41%					
Men	129	 61%	 61%	 52%					
Prefer not to say, N/A	17	 24%	 35%	 18%					

- Feelings of mental health and wellbeing support relatively low
- Many staff uncomfortable asking for mental health support at work

Wellbeing

Comments from Free Text:

- Need for more information on available supports
- Mental health not discussed openly
- More information on mental health needed in relation to neurodiversity
- More training needed to help with mental health – particularly for line managers
- Impacts on staff mental health:
 - Feelings of isolation among staff members
 - Increasing workload and culture of overcommitment

Reoccurring Themes from Free-form Responses

- Most staff felt that the School is generally welcoming and friendly
- Flexible and hybrid work options greatly appreciated
- Many staff expressed feelings of loneliness and isolation (due to pandemic and flexible working)
- Calls for more training on unconscious bias and micro-aggressions
- More data needed from some groups:
 - ➔ Postdocs, PhD students, BAME staff and staff with disabilities

Many survey concerns covered by goals of the JUNO Action Plan



Equality Diversity Inclusion
ph.ed.ac.uk/edi

<https://ue.sharepoint.com/sites/IOPJunoChampionAward2023/>

Juno Champion Renewal Action Plan – November 2022

THE UNIVERSITY of EDINBURGH
SCHOOL of PHYSICS & ASTRONOMY

Additional new actions proposed:

- Look into developing 'Welcome Pack' for new starters
- Investigate the possibility of mentors or a buddy system for staff
- Work on tackling stigma around mental health
- Follow up on issue of staff professional names in People and Money