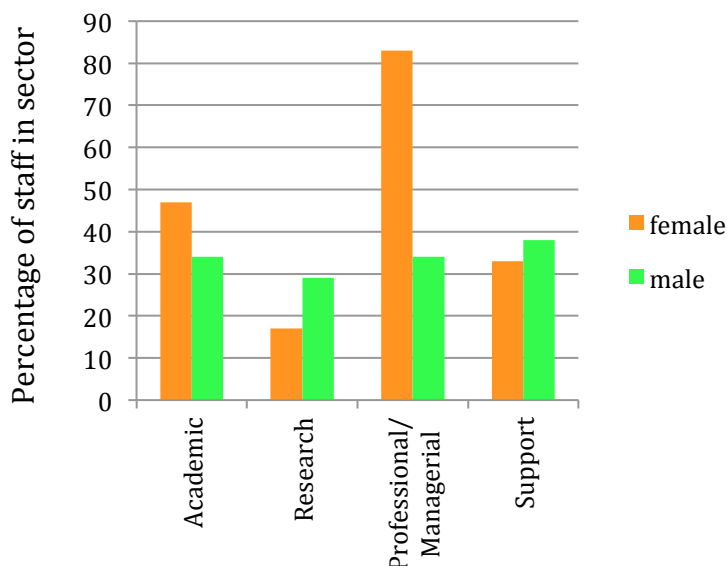


Highlights from Staff Survey for Athena Swan

The Faculty staff survey which was completed in the autumn included some questions from our Athena Swan group.

Who?

162 people from across the faculty staff areas responded to the survey



Positives

- 90% of us feel we are treated with respect
- 86% of us are confident that supervisors and line managers will deal with bullying etc effectively, up from 69% in 2013
- Increase in people thinking that unsupportive behaviour and language is not acceptable from 56% in 2013 to 97% now
- For 95% of us our meetings are held within core hours,
- Information on promotion process is more accessible (62%) than in 2013 (55%)
- 72% of staff believe we have good flexible working policies
- 92% of staff are aware of Athena Swan compared to 68% in 2013
- 92% of staff support Athena Swan aims compared to 71% in 2013
- 71% of people believe that men and women are paid equally for work of equal value compared to 56% in 2013
- 51% of staff have taken unconscious bias training compared to only 19% in 2013.
- 69% of people feel gender equality and work-life balance policies are accessible.

Negatives

- 15% of people have been made to feel uncomfortable because of gender, a slight reduction from 22% in 2013.
- 39% of academics don't achieve a good work-life balance.
- 47% of us believe those who use flexible working for family commitments are regarded as less career focused
- Only 26% of us are benefitting from mentoring
- Part-time staff feel disadvantaged in terms of workload (60%) and career progression (52%)

Actions points

1) To further improve communications and accessibility of policies Athena Swan now hosts Faculty coffee morning on Wednesday at 10.30am once every 3 months, with a HR drop in desk, a suggestions box and a few words of update from the Athena Swan team, as well as free cake and cookies.

2) To ensure a culture of equality and inclusion in the faculty we have organized additional Unconscious bias training sessions and will continue to do so. We now have specialized sessions for PhD students and postdocs. Ultimately, we aim for all staff and students to have training.

3) To better address concerns from the survey results 'Focus Groups' were held in January/February 2017 to explore issues on:

- i) part-time working,
- ii) availability and effectiveness of mentoring,
- iii) career progression/recognition

We will distribute highlights of these discussions in the next few weeks.

4) We have started a new postdoc circle-mentoring scheme across the faculty. Please email Julie Aspden if you want to join the scheme (j.aspden@leeds.ac.uk)

5) From the suggestions box at the first Athena Swan Coffee Morning we have added some additional information on our website to help remote working-see policies section of the website.

7) We have updated the Faculty Athena Swan website so you can follow our activities <http://www.fbs.leeds.ac.uk/equality-and-diversity/athena-swan/>

7) We are now on twitter! You can follow us @AthenaSwanLeedsFBS or see the feed on the website.