

Department for Health Staff Survey (2023) (copy)

Showing 0 of 0 responses

Showing **all** responses

Showing **all** questions

1 I am:

a woman	0
a man	0
prefer not to say	0
I identify my gender as (please specify below)	0

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

1.a Please specify

No responses

2 What is your job family?

Teaching	0
Research	0
Teaching and Research	0
Management and Administration	0
Technical and Experimental	0

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

3 What is your grade:

2		0
3		0
4		0
5		0
6		0
7		0
8		0
9		0
>9		0
I'd rather not say		0
Unsure		0

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

4 Which of the options best describes your contract?

Full-time contract (Fixed Term)		0
Part-time contract (Fixed Term)		0
Full-time contract (Open-Ended)		0
Part-time contract (Open-Ended)		0

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

5 How long have you worked at the University for?

0-2 years		0
2-5 years		0
5-10 years		0
Over 10 years		0

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

5.a Did you receive an induction when you joined the Department?

Yes | 0

No | 0

5.a.i Did you find it useful?

Yes | 0

No | 0

5.a.i.a Please add any additional comments regarding your induction

No responses

6 Do you have parental responsibilities?

Yes | 0

No | 0

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

6.a Do you use the Westwood Nursery on campus for your child/children?

Yes | 0

No | 0

6.a.i Please provide below any additional comments

No responses

7 Do you have unpaid carer responsibilities?

Yes | 0

No | 0

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

8 I feel like I belong in my department

8.1 Do you

Strongly Agree | 0

Agree | 0

Neither Agree nor Disagree | 0

Disagree | 0

Strongly Disagree | 0

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

9 Our department has a positive and inclusive working culture

9.1 Do you

Strongly Agree | 0

Agree | 0

Neither Agree nor Disagree | 0

Disagree | 0

Strongly Disagree | 0

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

10 I feel that people really care about me in my department

10.1 Do you

Strongly Agree	0
Agree	0
Neither Agree nor Disagree	0
Disagree	0
Strongly Disagree	0

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

11 My contributions are valued in my department

11.1 Do you

Strongly Agree	0
Agree	0
Neither Agree nor Disagree	0
Disagree	0
Strongly Disagree	0

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

12 I feel comfortable speaking up and expressing my opinions

12.1 Do you

Strongly Agree	0
Agree	0
Neither Agree nor Disagree	0
Disagree	0
Strongly Disagree	0

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

13 Department communications are clear and relevant to me and my role

13.1 Do you

Strongly Agree	0
Agree	0
Neither Agree nor Disagree	0
Disagree	0
Strongly Disagree	0

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

14 In our workplace, bullying, harassment, abuse, discrimination and victimisation (e.g. inappropriate images, banter or overly familiar behaviour, which may be unwanted or degrading, microaggressions, etc) are considered unacceptable behaviour

14.1 Do you

Strongly Agree	0
Agree	0
Neither Agree nor Disagree	0
Disagree	0
Strongly Disagree	0

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

15 I believe that staff and students in the Department are treated equally, irrespective of their gender or other protected characteristics

15.1 Do you

Strongly Agree	0
Agree	0
Neither Agree nor Disagree	0
Disagree	0
Strongly Disagree	0

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

16 All staff are encouraged to take up key roles within the Department (appropriate to their level), irrespective of their gender or other protected characteristics

16.1 Do you

Strongly Agree	0
Agree	0
Neither Agree nor Disagree	0
Disagree	0
Strongly Disagree	0

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

17 Senior staff who are women are visible within the department

17.1 Do you

Strongly Agree	0
Agree	0
Neither Agree nor Disagree	0
Disagree	0
Strongly Disagree	0

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

18 Department leadership actively supports gender equality

18.1 Do you

Strongly Agree	0
Agree	0
Neither Agree nor Disagree	0
Disagree	0
Strongly Disagree	0

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

19 My department is committed to achieving gender balance in leadership positions

19.1 Do you

Strongly Agree	0
Agree	0
Neither Agree nor Disagree	0
Disagree	0
Strongly Disagree	0

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

20 Women are well represented in the monthly Department Rounds & Seminar Series

20.1 Do you

Strongly Agree	0
Agree	0
Neither Agree nor Disagree	0
Disagree	0
Strongly Disagree	0

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

21 During my time in this Department, I have experienced a situation(s) where I have felt uncomfortable because of my gender or other protected characteristics

21.1 Do you

Strongly Agree	0
Agree	0
Neither Agree nor Disagree	0
Disagree	0
Strongly Disagree	0

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

22 I am aware of Equality, Diversity & Inclusion (ED&I) activities in the Department

Yes	0
No	0
Unsure	0

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

23 I understand my Department's reasons for acting on gender equality

Yes	0
No	0
Unsure	0

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

24 I am aware of the results of the previous Staff Survey

Yes	0
No	0
Unsure	0

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

- 25 My Department has provided clear information about policies and guidance relevant to Equality, Diversity, and Inclusion (e.g. flexible working, carer's leave)

Yes | 0
No | 0
Unsure | 0

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

- 26 I have visited the University's Equality, Diversity and Inclusion website (<https://www.bath.ac.uk/professional-services/equality-diversity-and-inclusion>)

Yes | 0
No | 0
Unsure | 0

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

- 26.a Did you find the information you were looking for?

Yes | 0
No | 0

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

- 27 I know how to report - and access support for - instances of discrimination, misconduct, bullying, harassment or assault (e.g. the Report and Support tool; <https://www.bath.ac.uk/campaigns/support-and-report>)

Yes | 0
No | 0
Unsure | 0

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

- 28 I am confident that the University effectively deals with reports of discrimination, misconduct, harassment or assault made through the Report and Support tool

Yes | 0
No | 0
Unsure | 0

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

- 29 I have heard of instances of harassment, bullying, offensive behaviour or abuse within this Department

Yes | 0
No | 0
Unsure | 0

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

- 30 I have experienced harassment, bullying, offensive behaviour or abuse within this Department

Yes | 0
No | 0
Unsure | 0

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

- 31 I am satisfied with how bullying and harassment are addressed in my Department

Yes | 0
No | 0
Unsure | 0

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

- 32 I know where to find the information I need to request flexible working (e.g. part-time working, flexi-time, flexible retirement, home working, job sharing, <https://www.bath.ac.uk/guides/flexible-working/>)

Yes | 0
No | 0
Unsure | 0

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

- 33 I know where to find the information that I need to request leave (e.g. maternity leave, paternity leave, parental leave, adoption/surrogacy leave, compassionate leave, dependent care leave, <https://www.bath.ac.uk/guides/leave/>)

Yes | 0
No | 0
Unsure | 0

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

- 34 My mental health and/or wellbeing are supported in my Department

Yes | 0
No | 0
Unsure | 0

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

35 I know where to seek support for mental health and/or wellbeing at work

Yes | 0
No | 0
Unsure | 0

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

36 I feel confident asking for mental health and/or wellbeing support at work

Yes | 0
No | 0
Unsure | 0

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

37 Please add any additional comments on Awareness, Wellbeing and Reporting

No responses

38 Is there a route for promotion in your current position?

Yes | 0
No | 0
Unsure | 0

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

38.a Please provide below any additional comments

No responses

39 My Department has made it clear to me what career development opportunities are available

Yes | 0
No | 0
Unsure | 0

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

40 I am encouraged to take up career development opportunities

Yes | 0
No | 0
Unsure | 0

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

41 I am aware of existing support and skills services available to support my professional development

Yes | 0
No | 0
Unsure | 0

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

41.a What training support would further enhance your career?

No responses

42 It is clear to me how you become a member of Departmental committees (e.g. Ethics@Bath, ED&I Committee, Research Committee, etc)

Yes | 0
No | 0
Unsure | 0

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

-
- 43 My Department has made it clear to me what mentoring opportunities are available to support my career (as a mentor and/or mentee). We acknowledge that mentoring can take various forms (formal, informal, internal, external, ...).

Yes | 0
No | 0
Unsure | 0

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

-
- 44 I have a mentor at (or outside of) the University

Yes | 0
No | 0
Unsure | 0

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

-
- 44.a Would you like to have a mentor?

Yes | 0
No | 0

-
- 45 Have you had an annual review (SDPR) in the last 12 months?

Yes | 0
No | 0
Unsure | 0
Not applicable | 0

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

45.a My recent annual review (SDPR) was a valuable experience

Yes | 0

No | 0

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

45.b My line manager supports my career development

Yes | 0

No | 0

Unsure | 0

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

45.c I receive useful feedback on my career development through SDPR performance reviews

Yes | 0

No | 0

Unsure | 0

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

45.c.i Please comment on how this could be improved

No responses

46 The rate at which people progress in my Department is not affected by gender or protected characteristics

46.1 Do you

Strongly Agree	0
Agree	0
Neither Agree nor Disagree	0
Disagree	0
Strongly Disagree	0

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

- 47 My Department takes positive actions to encourage people to apply for posts in areas where they are under-represented (e.g. including a statement in job adverts that applications are welcomed from under-represented groups)

47.1 Do you

Strongly Agree	0
Agree	0
Neither Agree nor Disagree	0
Disagree	0
Strongly Disagree	0

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

- 48 I have a clear understanding of the criteria for promotion and the promotion process

48.1 Do you

Strongly Agree	0
Agree	0
Neither Agree nor Disagree	0
Disagree	0
Strongly Disagree	0

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

49 I believe that a full range of skills and experience (e.g., teaching, research, management, administration, pastoral work, knowledge exchange, ED&I related work) is taken into account when considering promotion

49.1 Do you

Strongly Agree	0
Agree	0
Neither Agree nor Disagree	0
Disagree	0
Strongly Disagree	0

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

50 The promotions process is fair and transparent

50.1 Do you

Strongly Agree	0
Agree	0
Neither Agree nor Disagree	0
Disagree	0
Strongly Disagree	0

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

50.a Please add any additional comments you might have regarding the promotion process

No responses

51 Please detail any support or skill development training activities that you have found particularly useful, and why, in helping you to manage/progress in your career

No responses

52 Please add any additional comments regarding career development and/or promotion support

No responses

53 My current workload is manageable

Yes		0
No		0
Unsure		0

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

53.a Please identify particular areas of concern for you

No responses

53.b In our Department, workload is allocated on a clear and fair basis irrespective of gender or other protected characteristics

Yes		0
No		0
Unsure		0

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

53.c In our department work-life balance is valued and promoted

Yes		0
No		0
Unsure		0

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

53.d Our meetings, seminars and other events are held at times when staff with caring responsibilities can generally attend (i.e. between the Department 'core hours' of 10am-3pm)

Yes | 0
No | 0
Unsure | 0

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

53.e My department enables flexible working

Yes | 0
No | 0
Unsure | 0

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

53.f My department provides staff with support around all types of caring leave

Yes | 0
No | 0
Unsure | 0

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

54 Are you concerned about the impact of COVID-19 has had on Equality, Diversity & Inclusion within the Department?

Yes | 0
No | 0
Unsure | 0

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

55 Are you concerned about the impact of COVID-19 has had on your career progression?

Yes | 0
No | 0
Unsure | 0

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

- 56 My department has taken action to mitigate the adverse gendered impact of the Covid-19 pandemic on staff

Yes | 0
No | 0
Unsure | 0

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

- 57 Please list any concerns or observations about the impact of our return to campus-based work and about the impact of the Covid-19 response on the Departmental culture

No responses

- 58 What do you think is the biggest Equality, Diversity & Inclusion issue/challenge the Department needs to address over the next 12 months?

No responses

- 59 How can we further enhance diversity in our Department?

No responses

- 60 Please add any final comments here:

No responses