

HIGHLIGHTS OF THE 2023

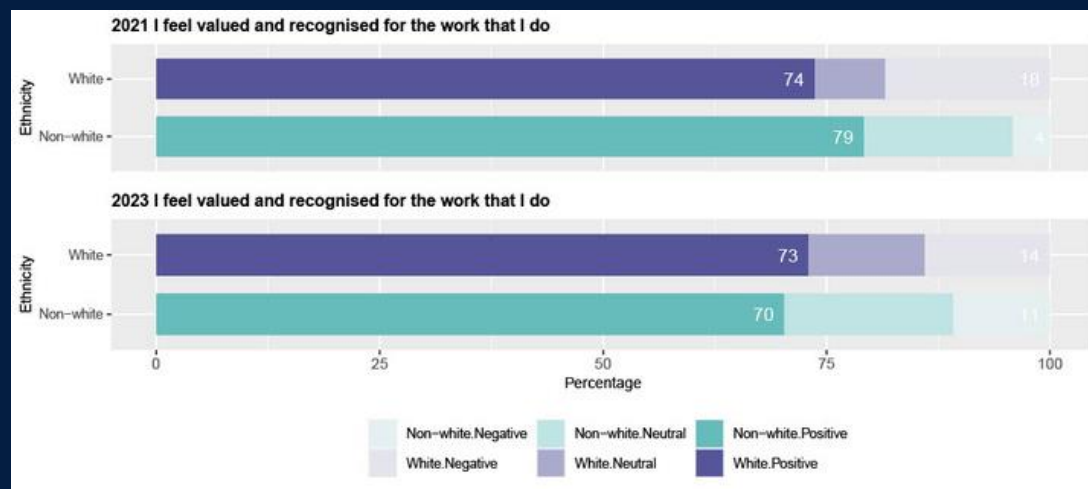
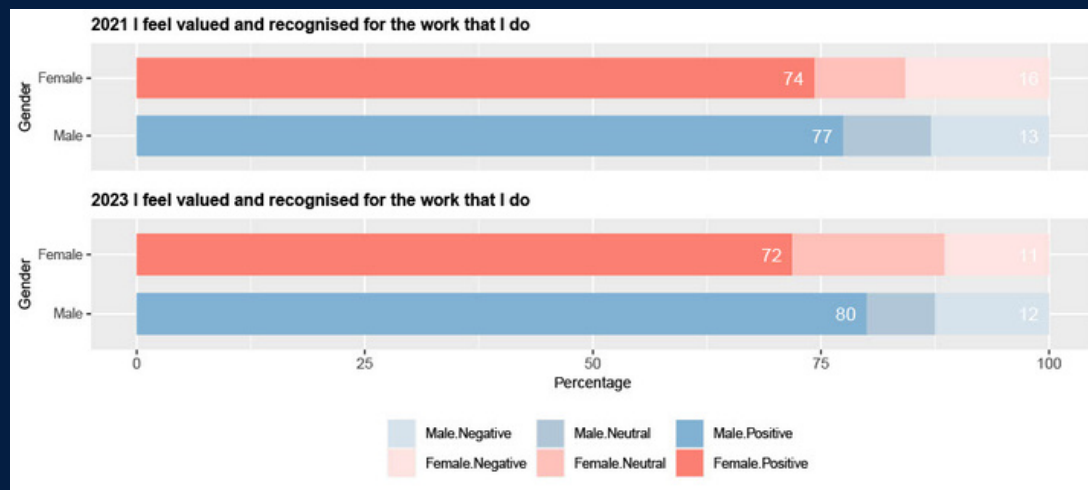
# STAFF SURVEY

From job satisfaction rates to work-life balance, the results of our staff survey this year show we are moving in the right direction.



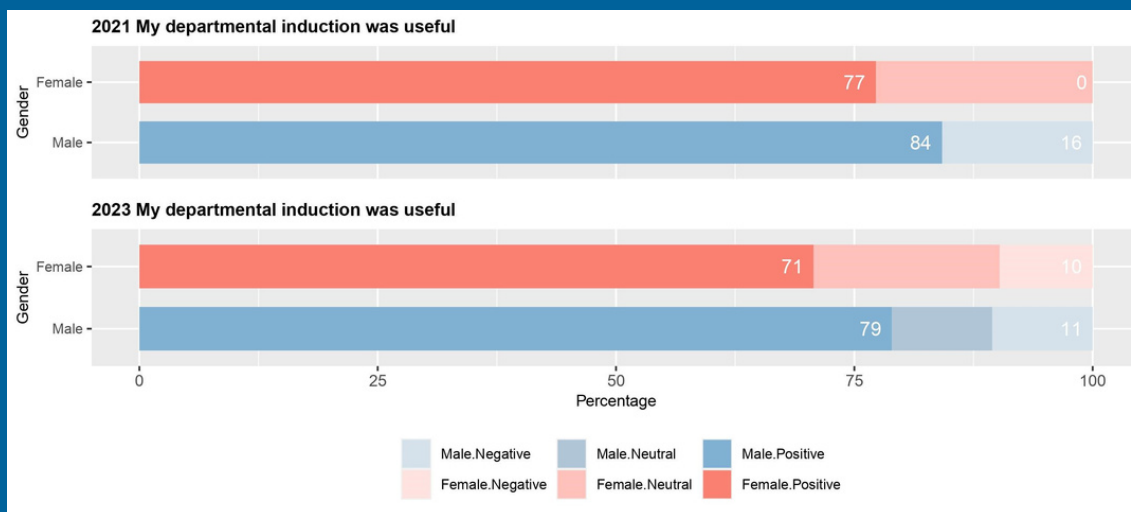
## Job satisfaction

Job satisfaction rates remain consistently high. This improvement has been supported by the EDI Reward & Recognition scheme which has substantially increased the number of awards to under-represented groups.



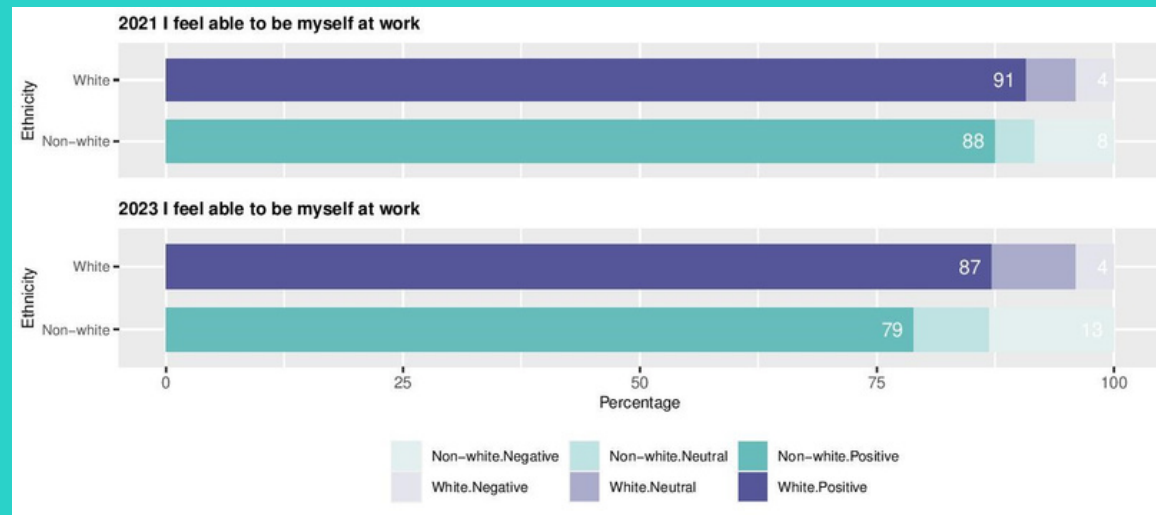
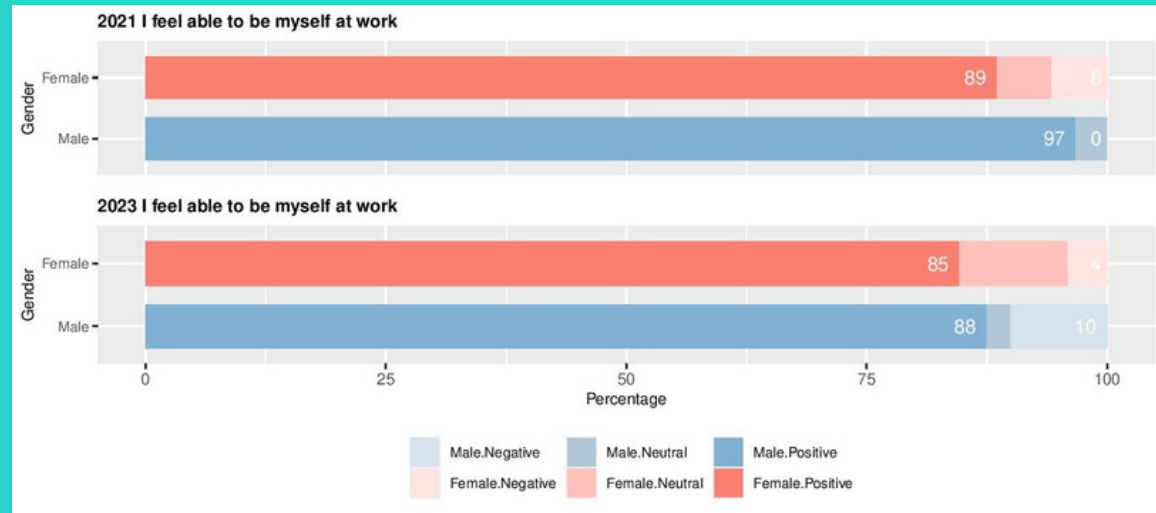
## Useful induction?

As in 2021, slightly fewer women than men felt the departmental induction was useful, with a larger gap between white and non-white staff members. It is not clear what the main drivers of these differences are, and further investigation is needed.



## Being yourself

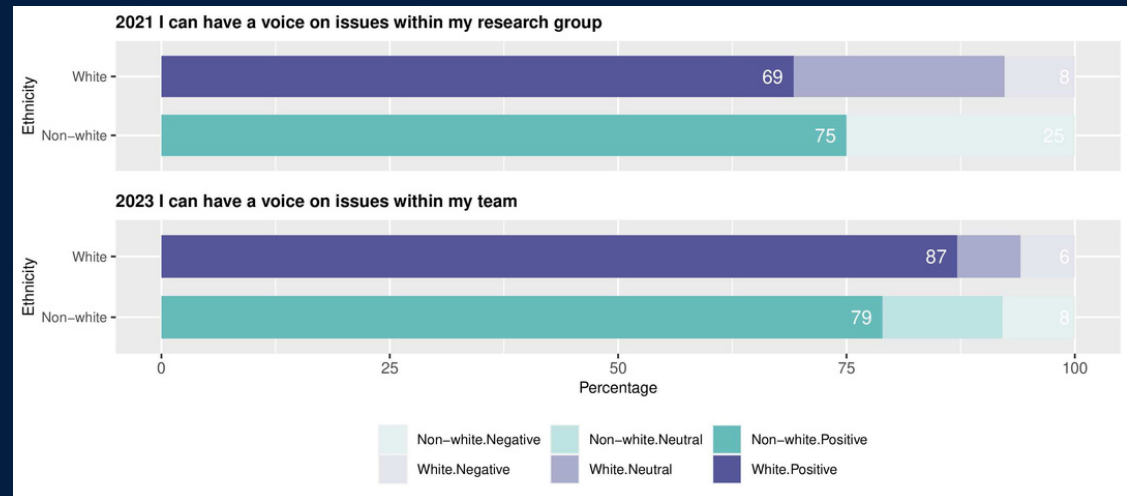
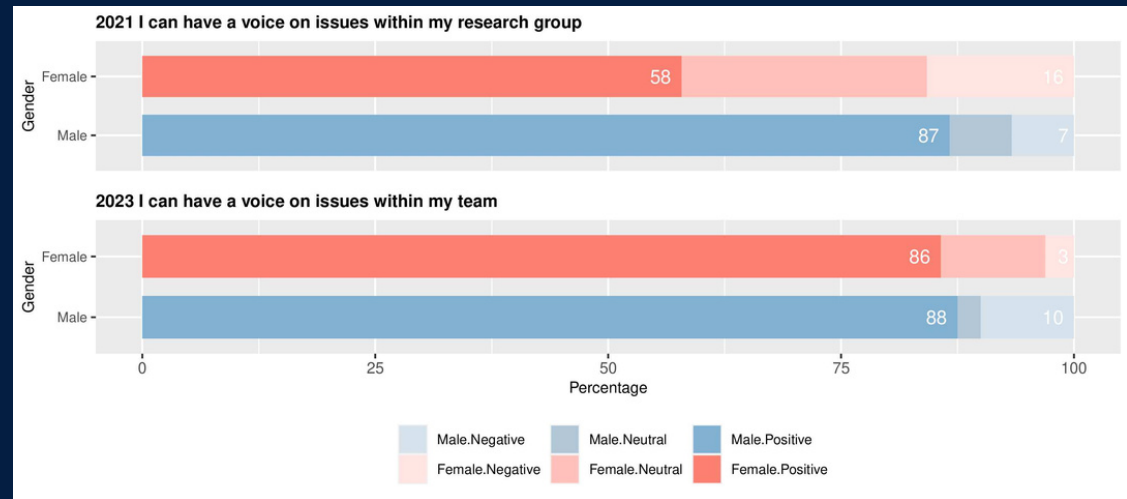
Since 2021, only a small proportion of staff feel unable to be themselves at work, with non-white staff members more likely to feel this way than white colleagues. We are committed to implementing ways to ensure everyone is able to feel comfortable and be themselves.



# Feeling heard

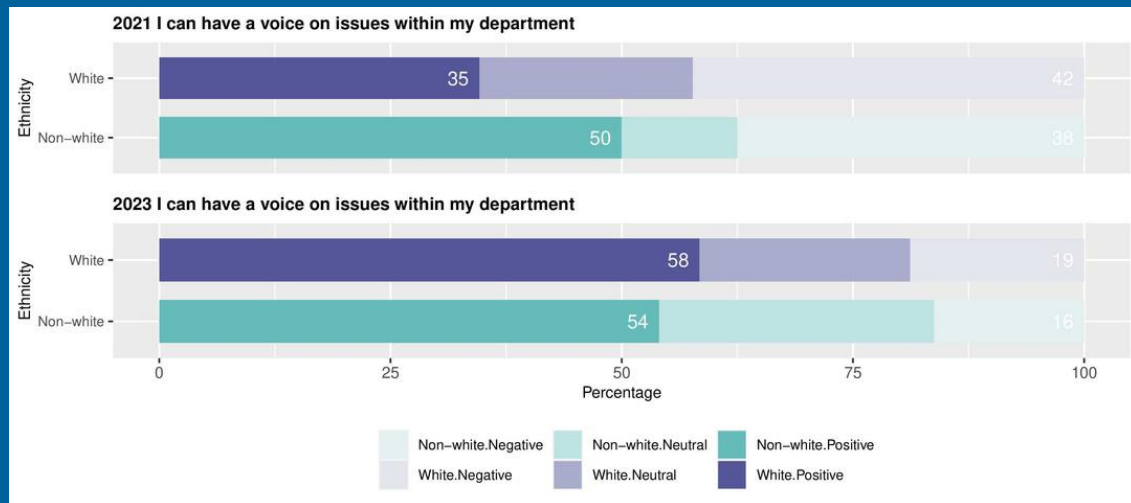
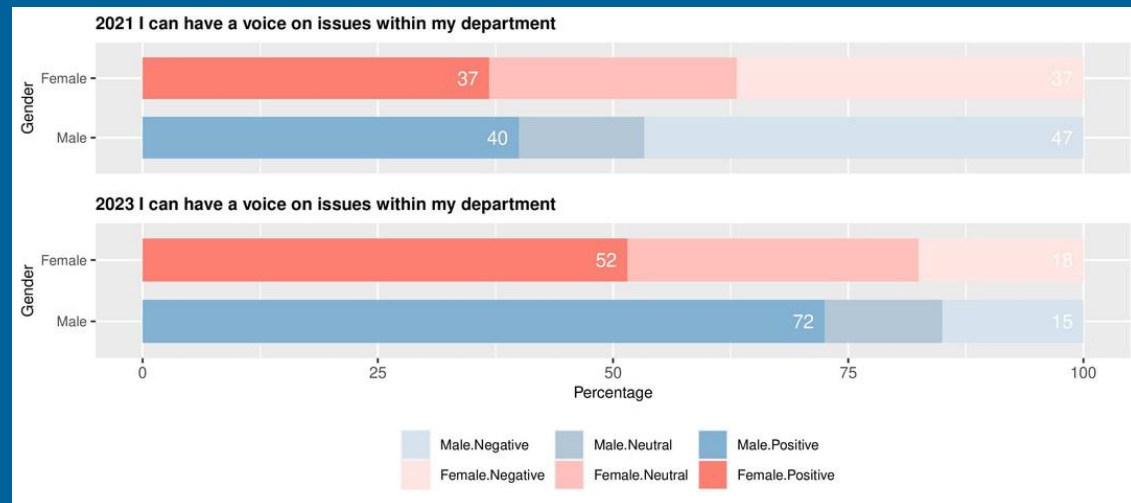
The large majority of staff feel they are able to have a voice on issues within their team which is great news!

*Changes from 2021 may reflect the difference in the way the question was worded.*



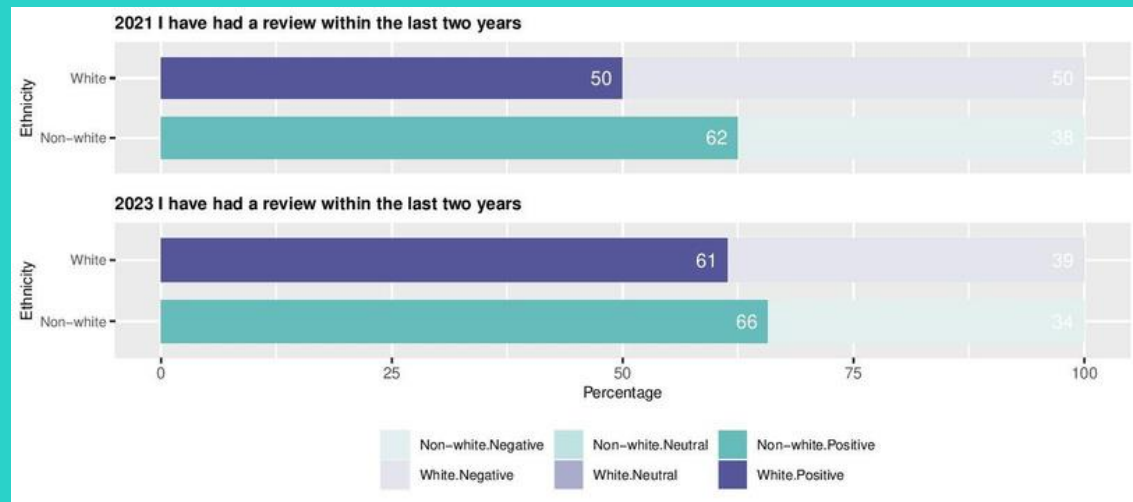
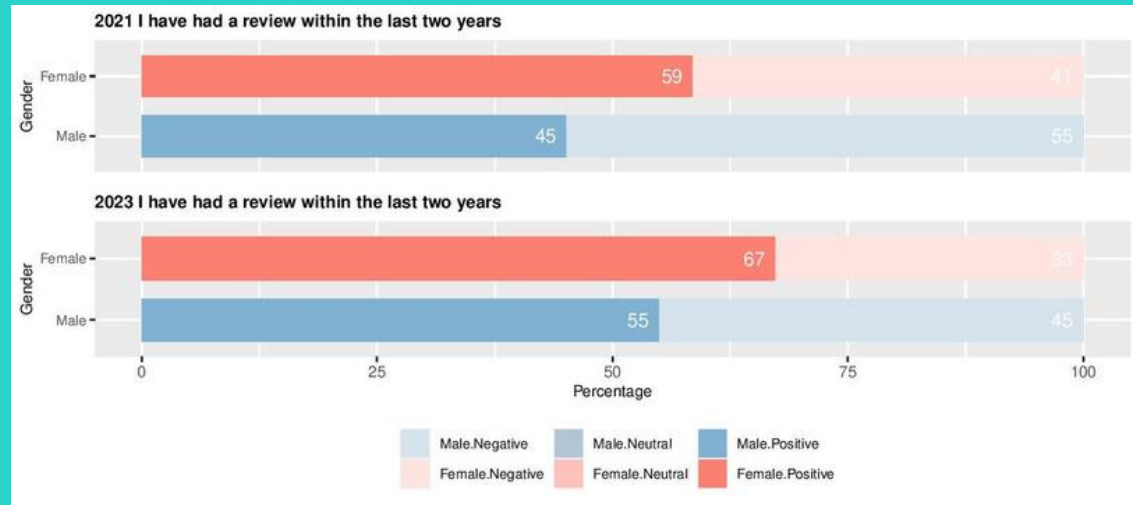
## Having a voice in the department

Fewer people feel they have a voice within the department than they did within their team, but there is a great improvement since 2021 and we hope to see this continue.



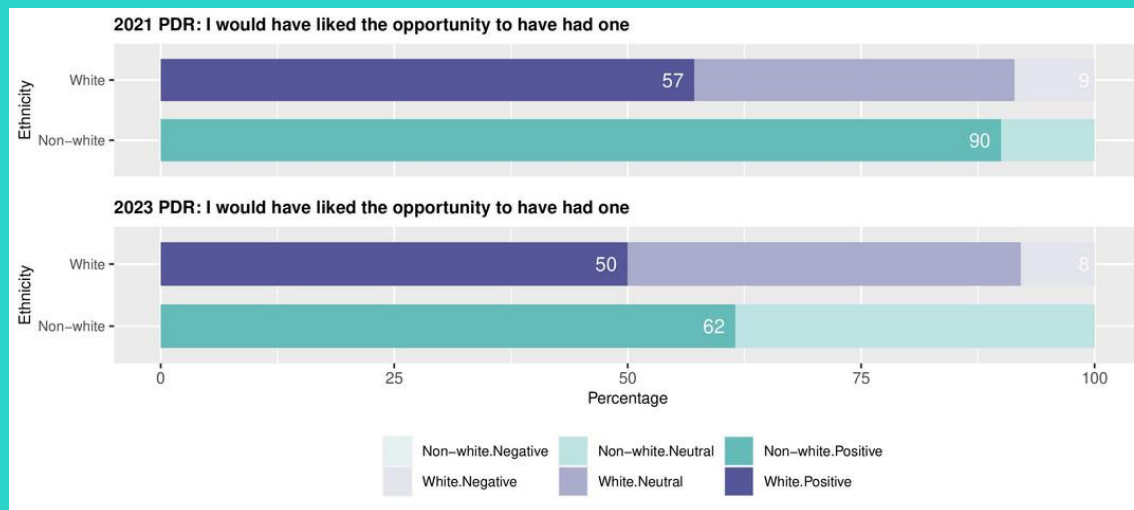
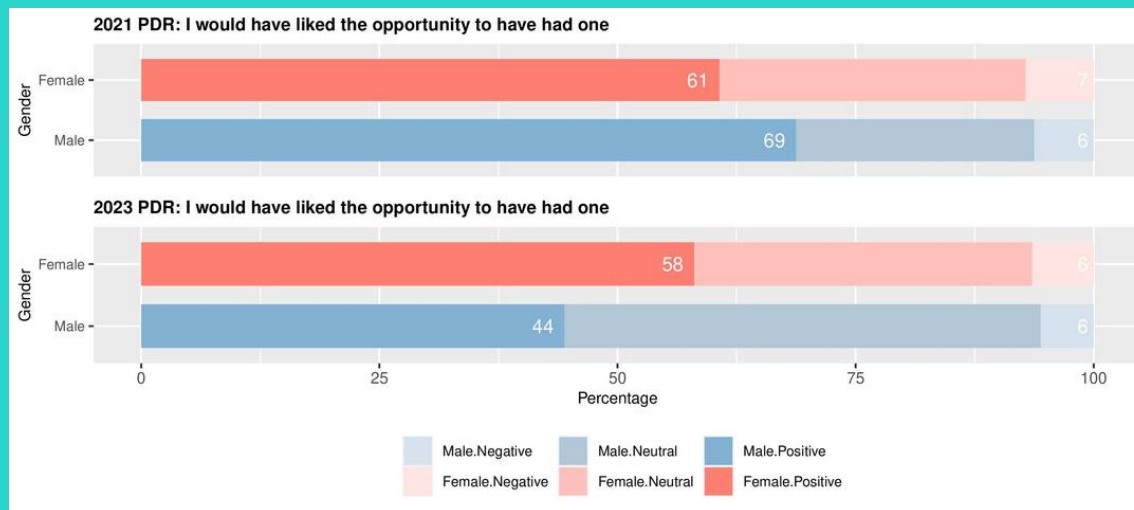
## Personal Development Review

PDR rates are steadily increasing, indicating that we are on the right track. Further improvements are expected due to the suite of PDR-focused initiatives rolled out by our HR department, and the hard work of all those who are completing their PDR.



## PDR opportunities

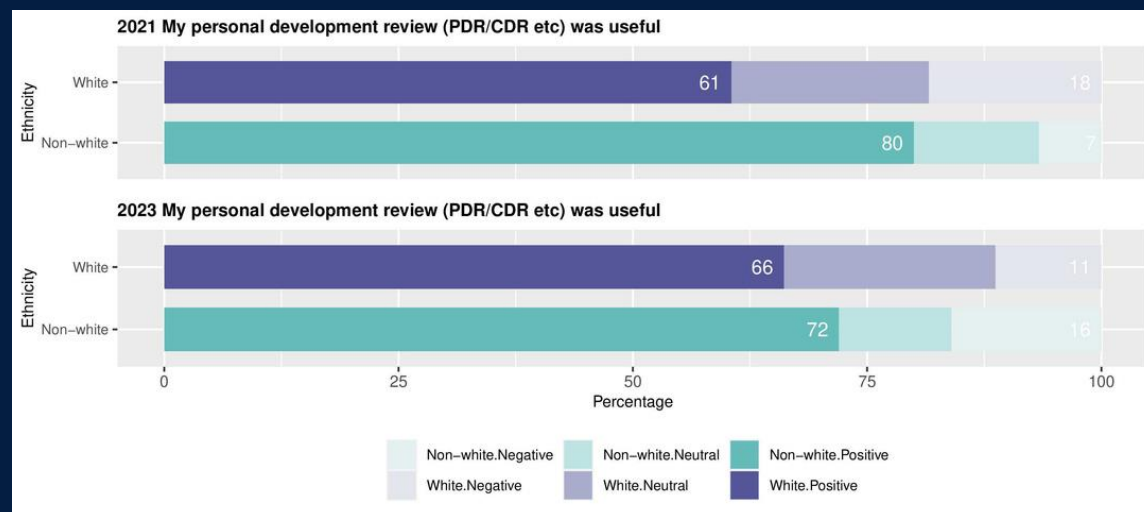
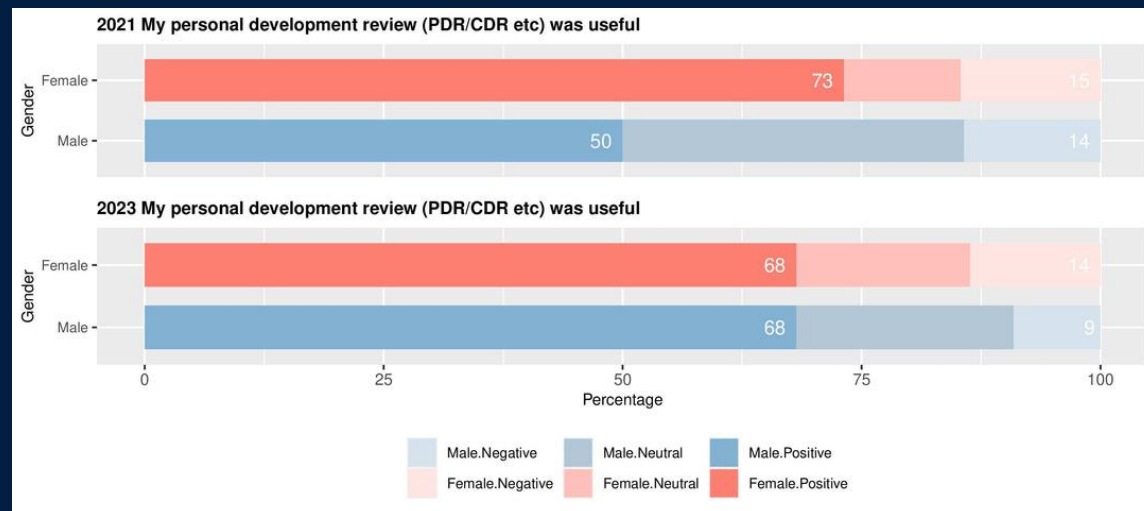
Whilst not everyone had a PDR, almost everyone wanted one. The HR team, along with line managers, are working to ensure no-one misses out in the future.





## PDR Value

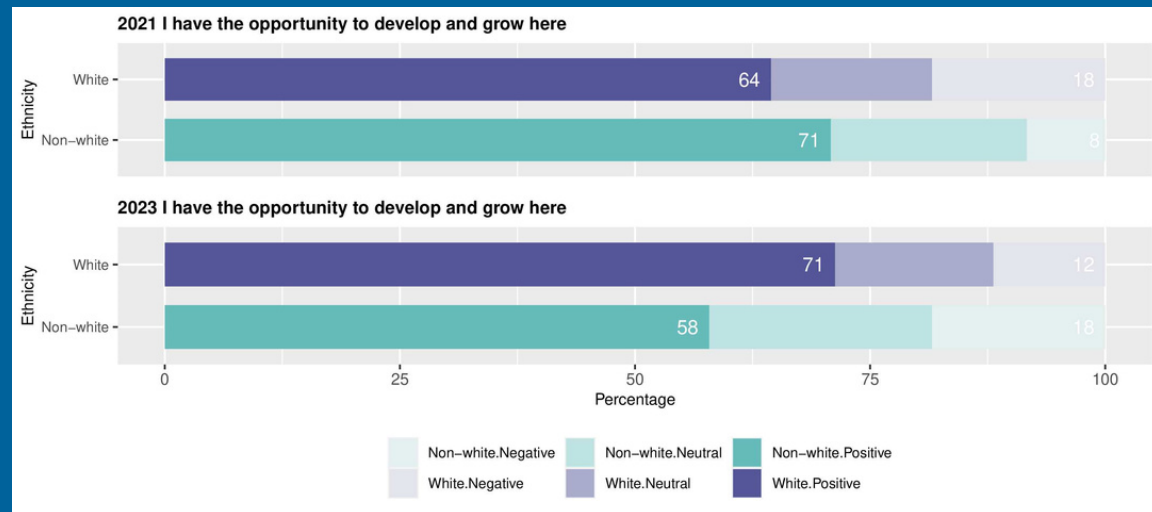
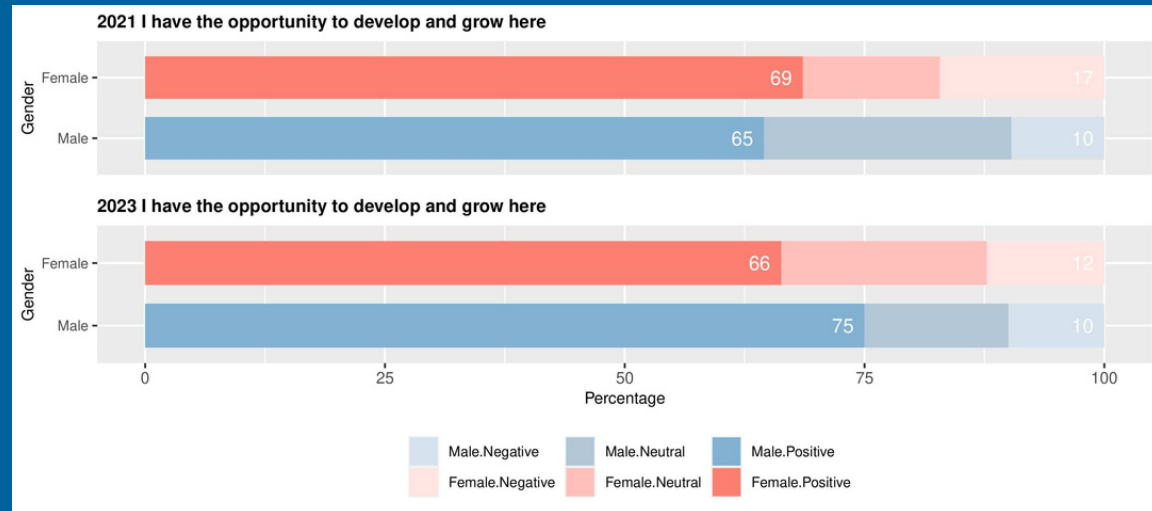
The good news is that most people feel their PDR was useful although there is still some room for improvement here!



## Growth and development

Most people feel they have opportunity to develop or grow within our department.

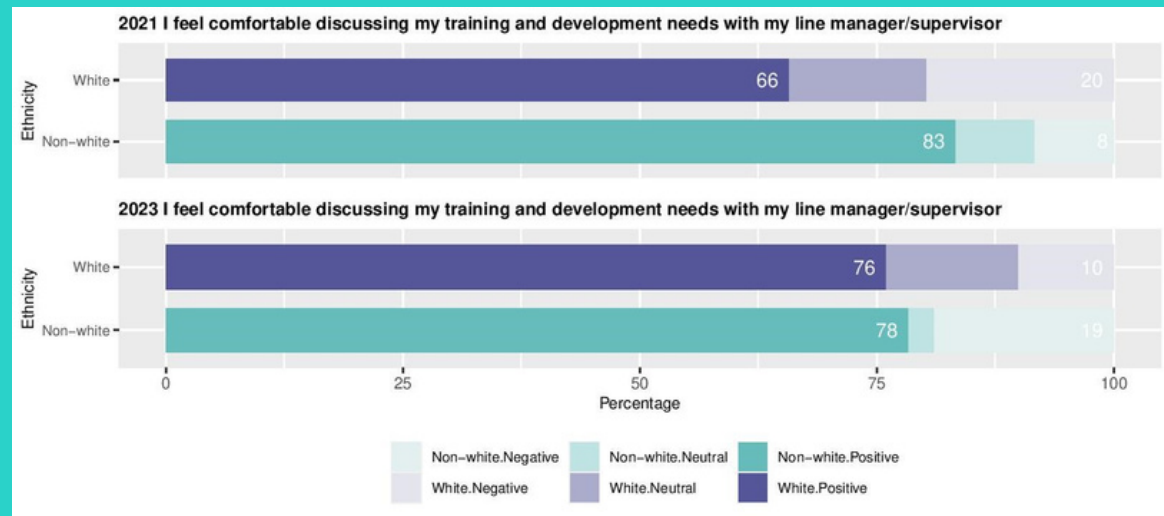
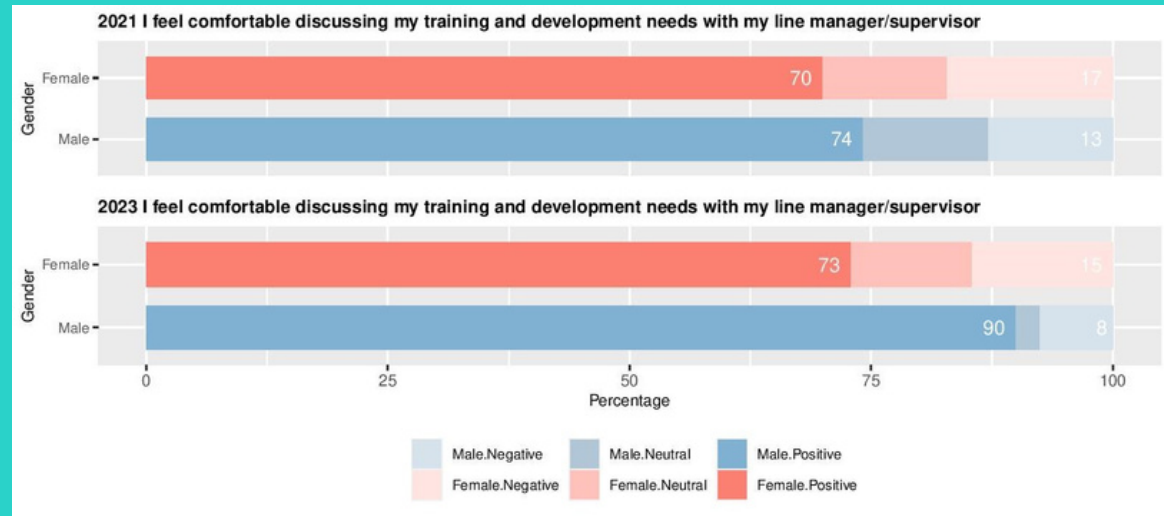
This is good news but we still need to work towards enabling all staff to have opportunities to develop and grow here.



# Training opportunities

Male staff feel more comfortable discussing their training and development needs than female staff. Women are more likely to be neutral about this topic than men.

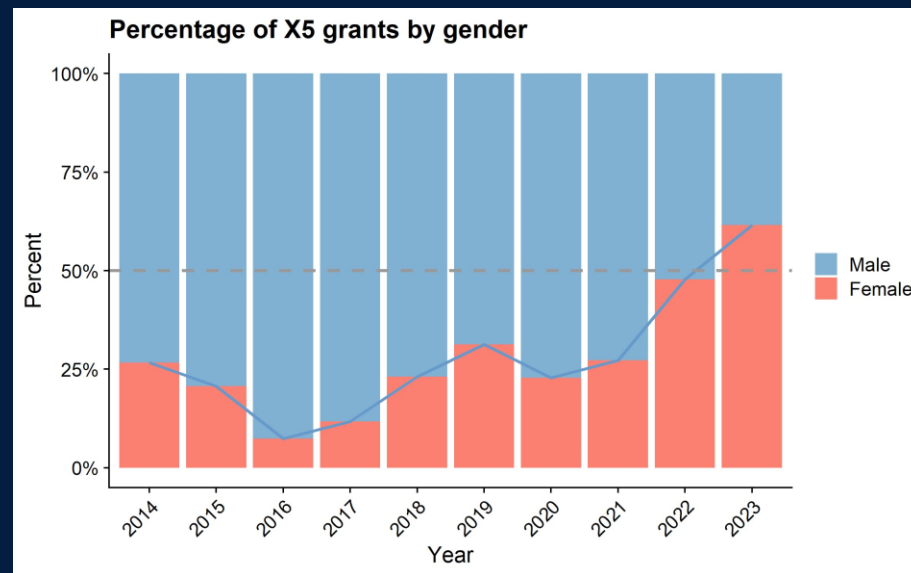
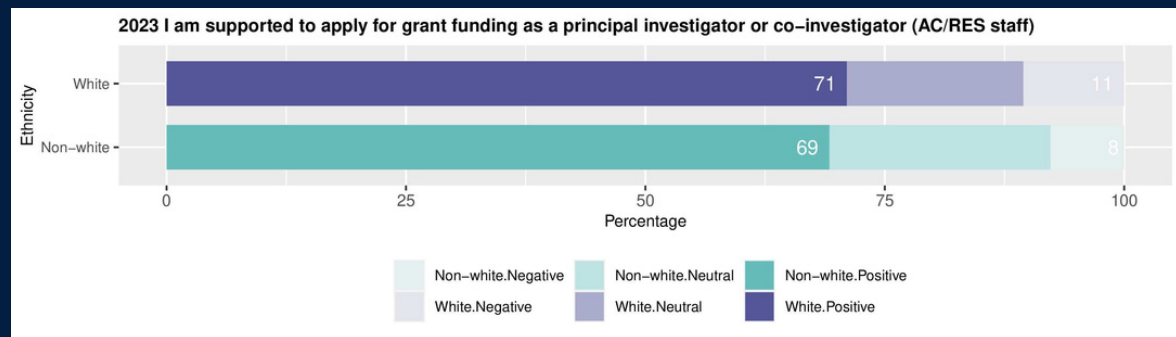
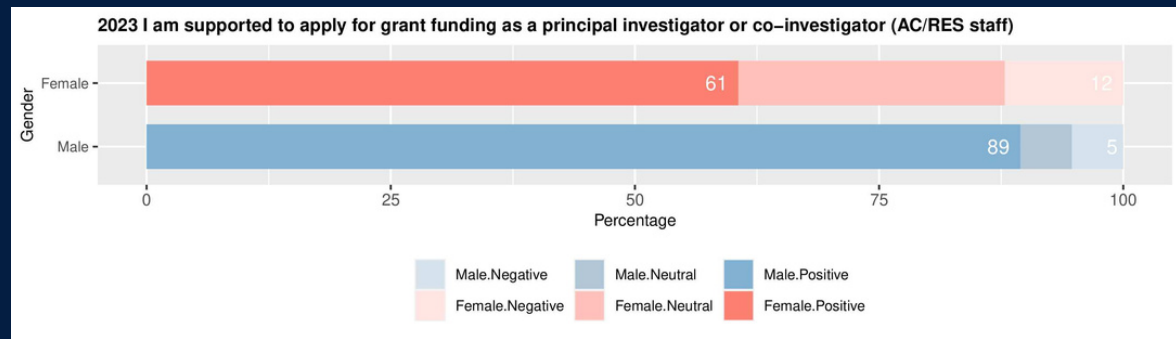
Let us know your thoughts on how to improve this!



## Support for funding applications

Currently, women feel less supported than men when it comes to applying for grant funding, however year on year the proportion of women submitting grants as PI is increasing.

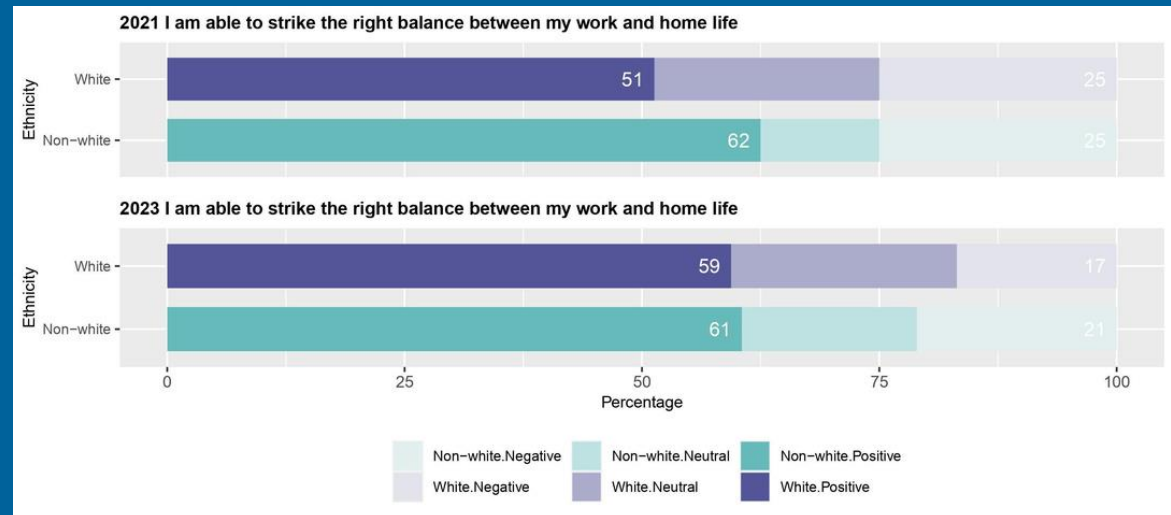
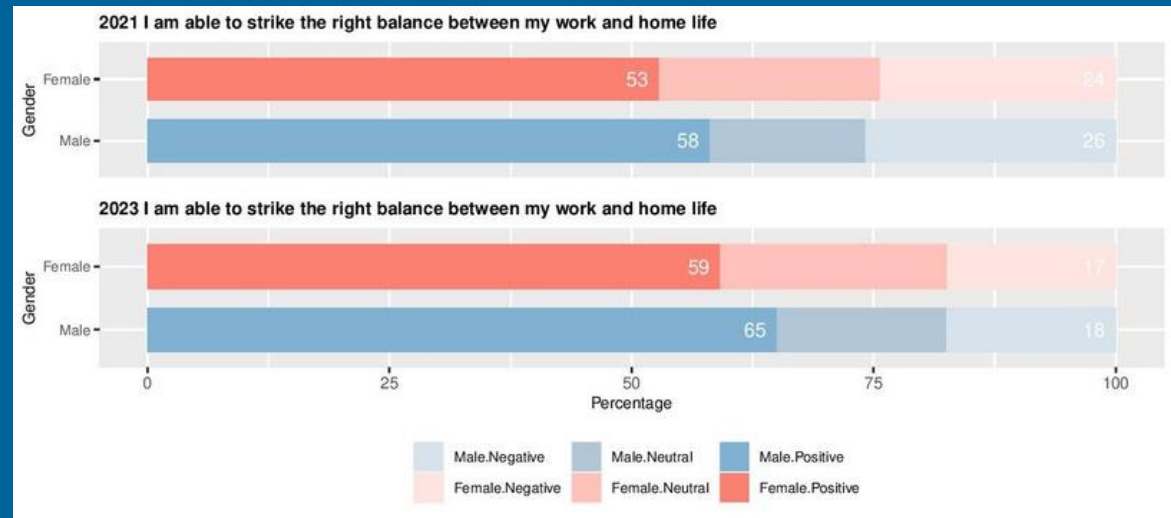
Please do get in touch with [Caroline Hartley](#) and the ECR Network if you would like help.



## Work-life balance

Work-life balance is improving, with more people able to strike the right balance between work and home life than in 2021.

And there are still more improvements to be made here!





We are looking forward to further  
improvement in 2024.

Thank you for your continued  
support.