

Average score for each category (by colour; top panel shows gender, bottom panel shows career stage/job type) over the 4 surveys we have run.

Average score is calculated by converting responses to numerical scores (Strongly Agree = 2, Agree = 1, ... Strongly Disagree = -2) and averaging.

The number of responses in each category is given in the x-axis, in the same order as in the legend. e.g. in the above example: in 2016 there were 114 responses to the question, of which 53 were Male and 35 were Female. In 2020, it was 90 total, 41 Male, 24 Female.

Note that the number from sub-categories does not sum to the 'All' number, because some people elect not to give their gender and/or career stage

Instead of average score, simply gives the % of responses which were positive (Strongly Agree + Agree; left column) or negative (Strongly Disagree + Disagree; right column)

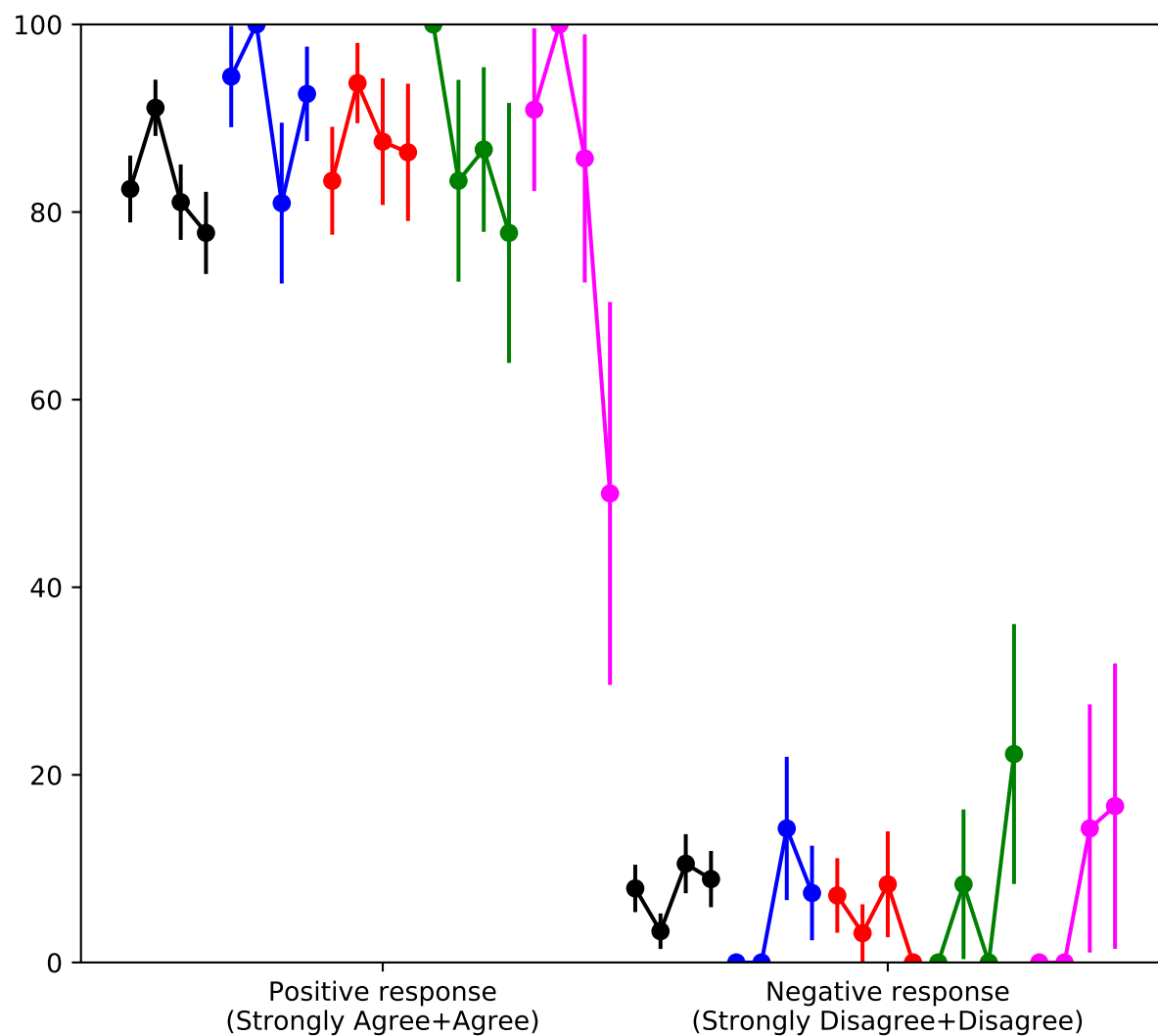
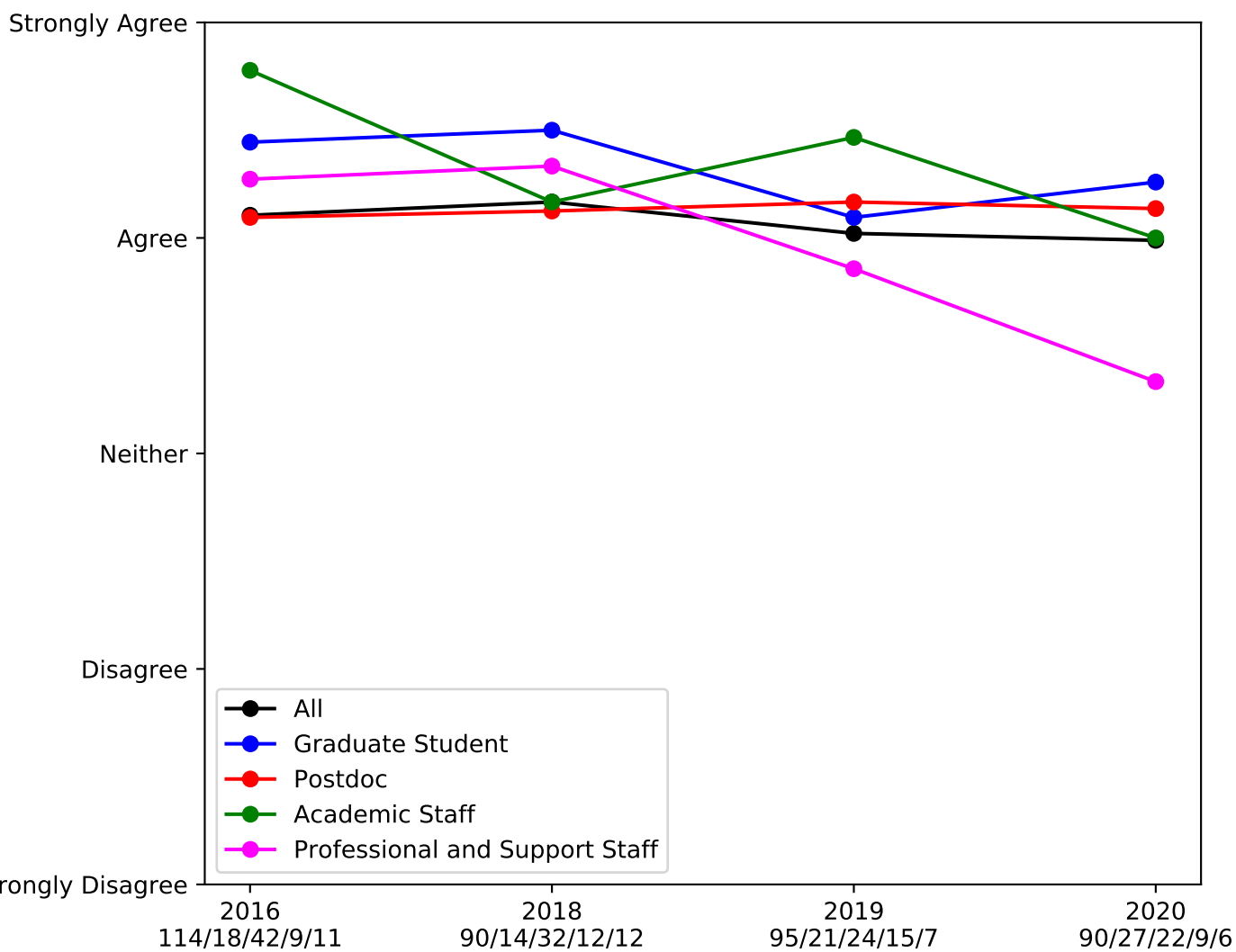
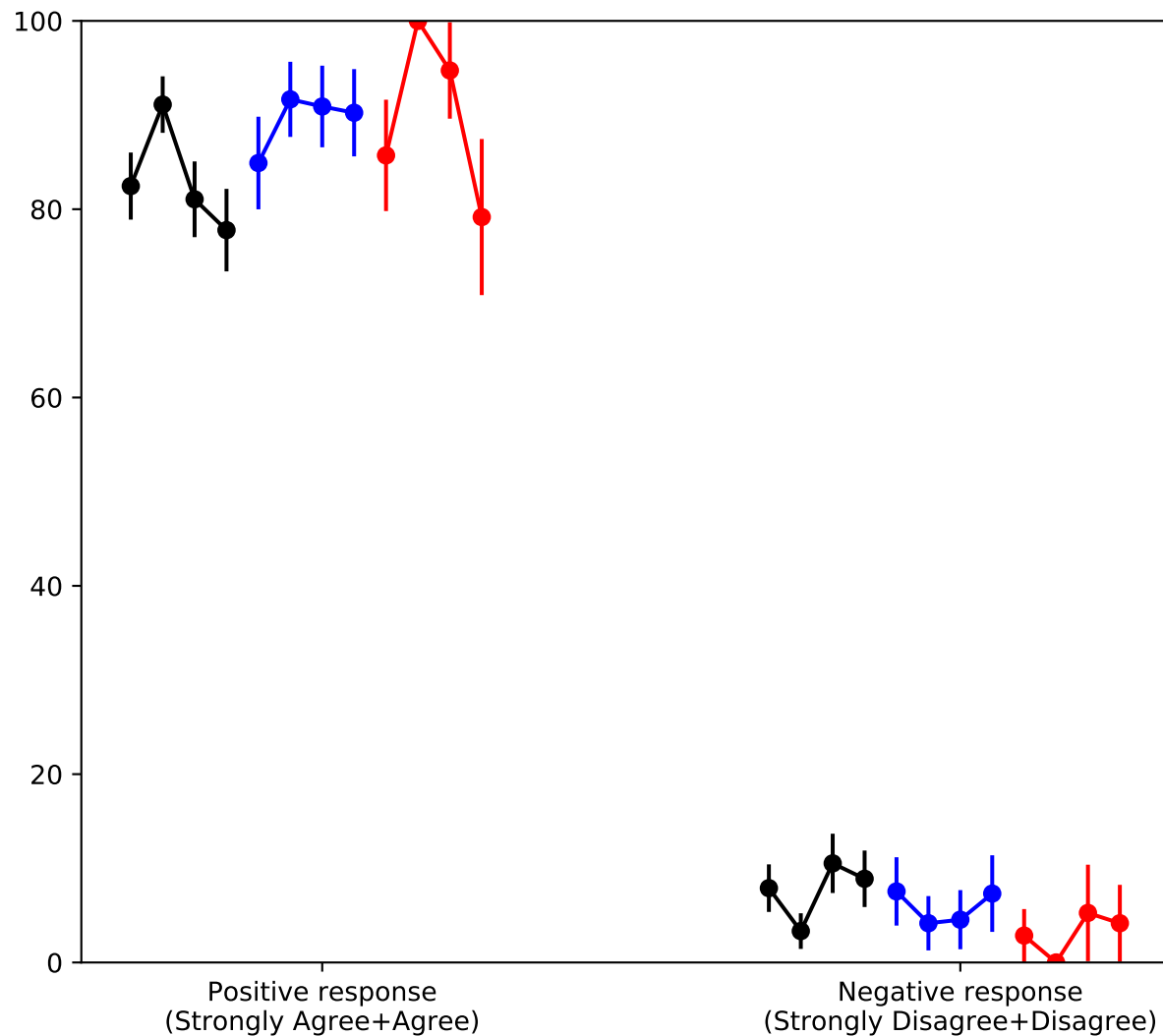
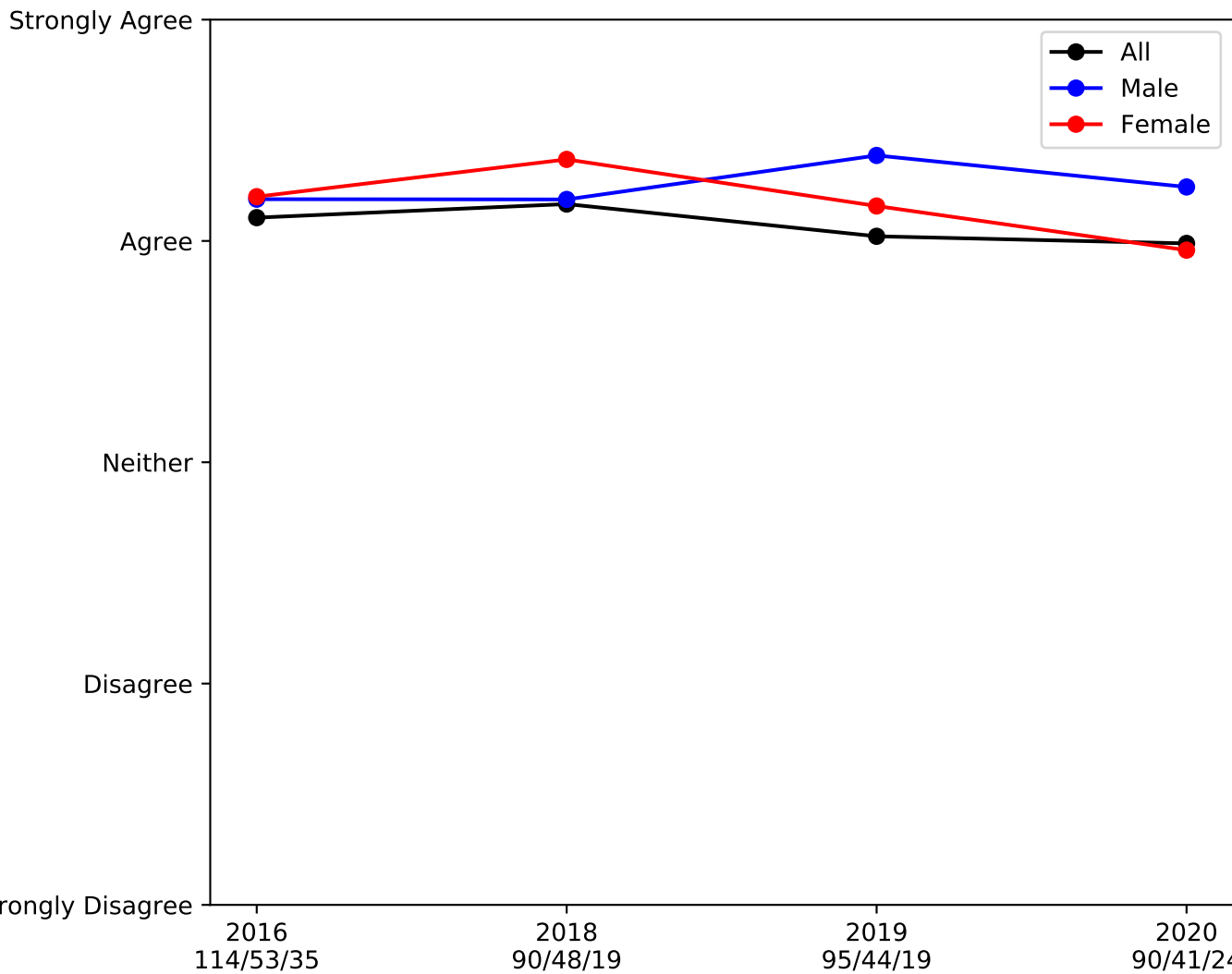
Colours are the same categories as in the left panels

Each clump of 4 datapoints is the same 4 surveys' worth of data as in the left panel (from left to right: 2016, 2018, 2019, 2020).

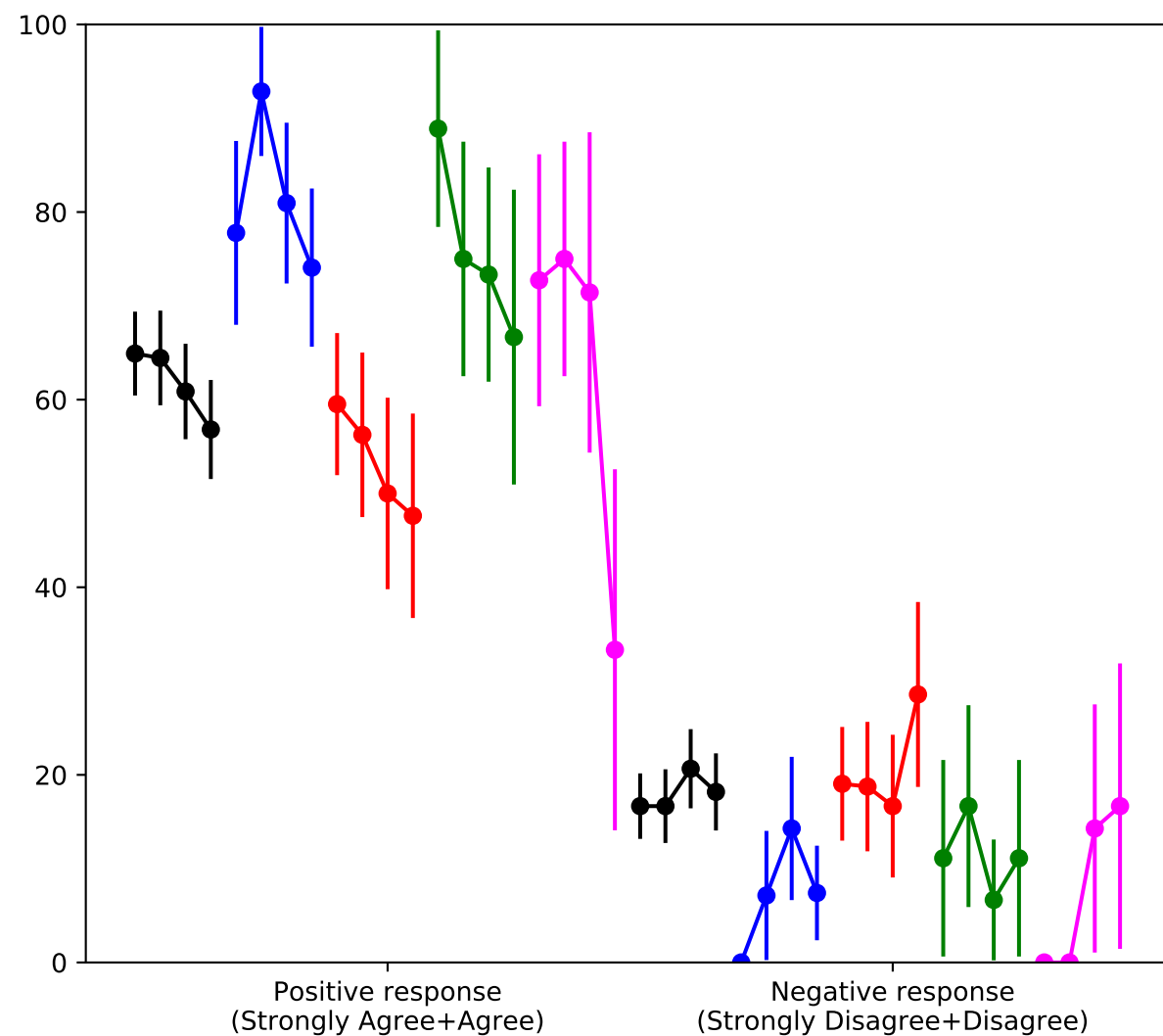
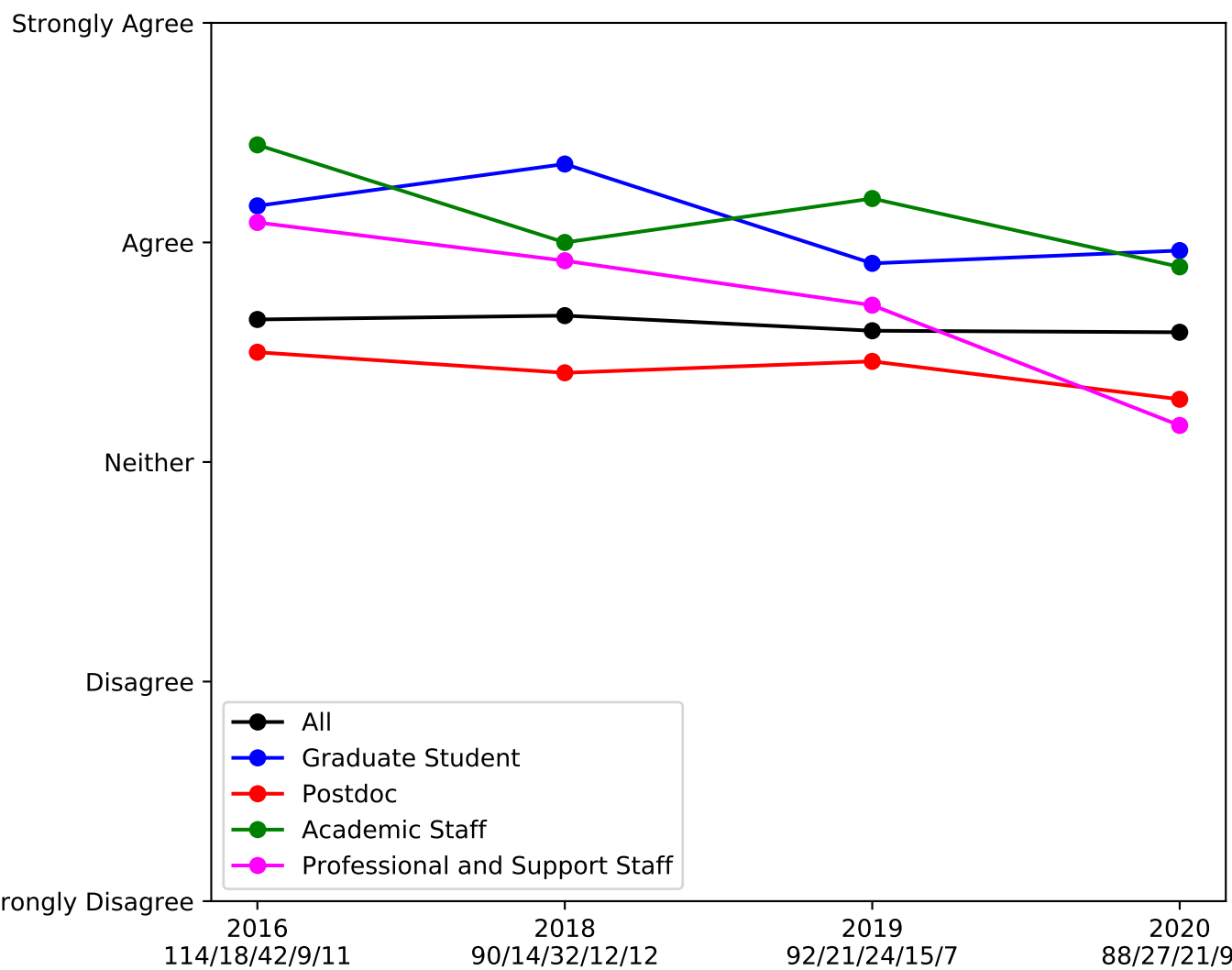
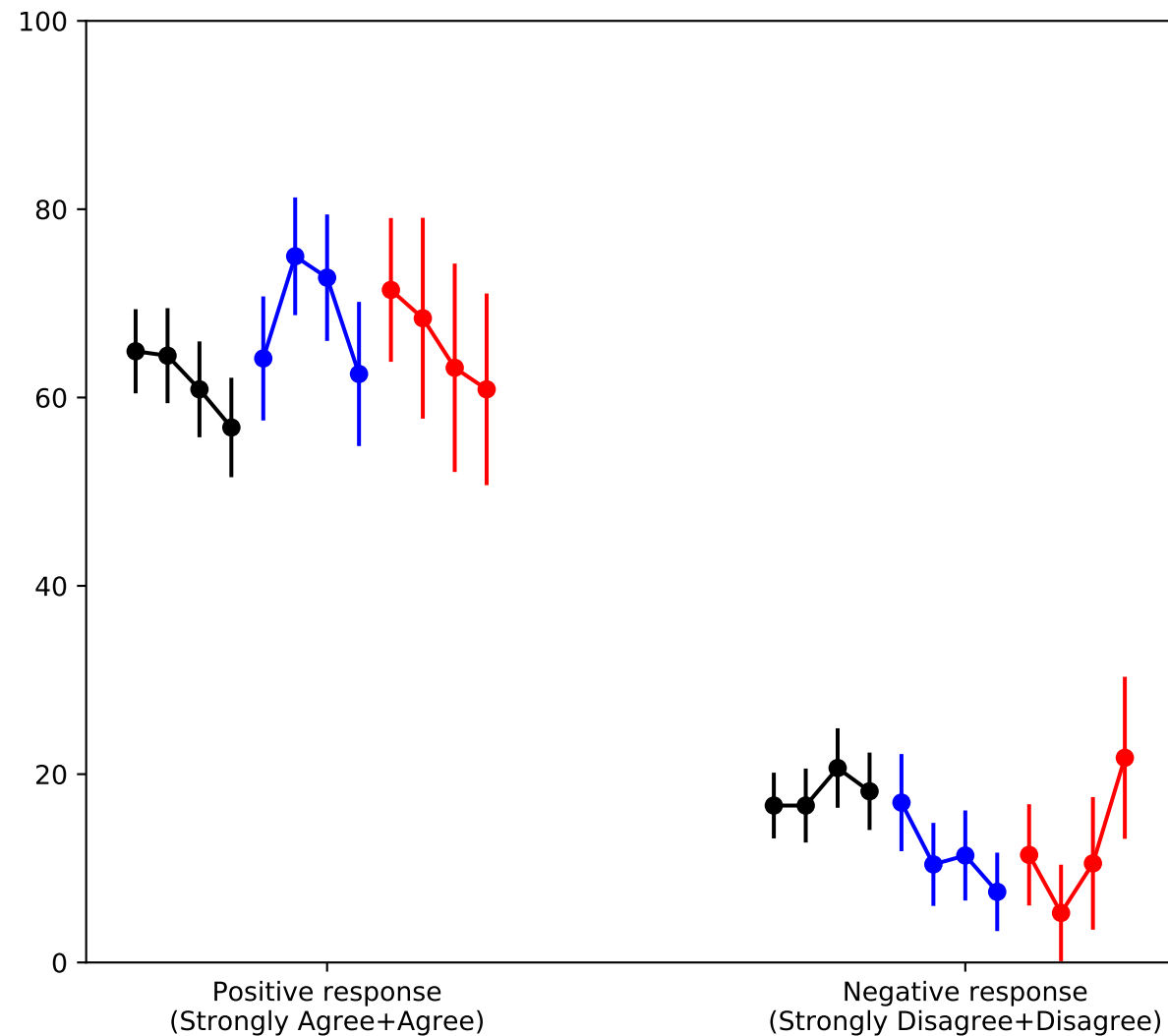
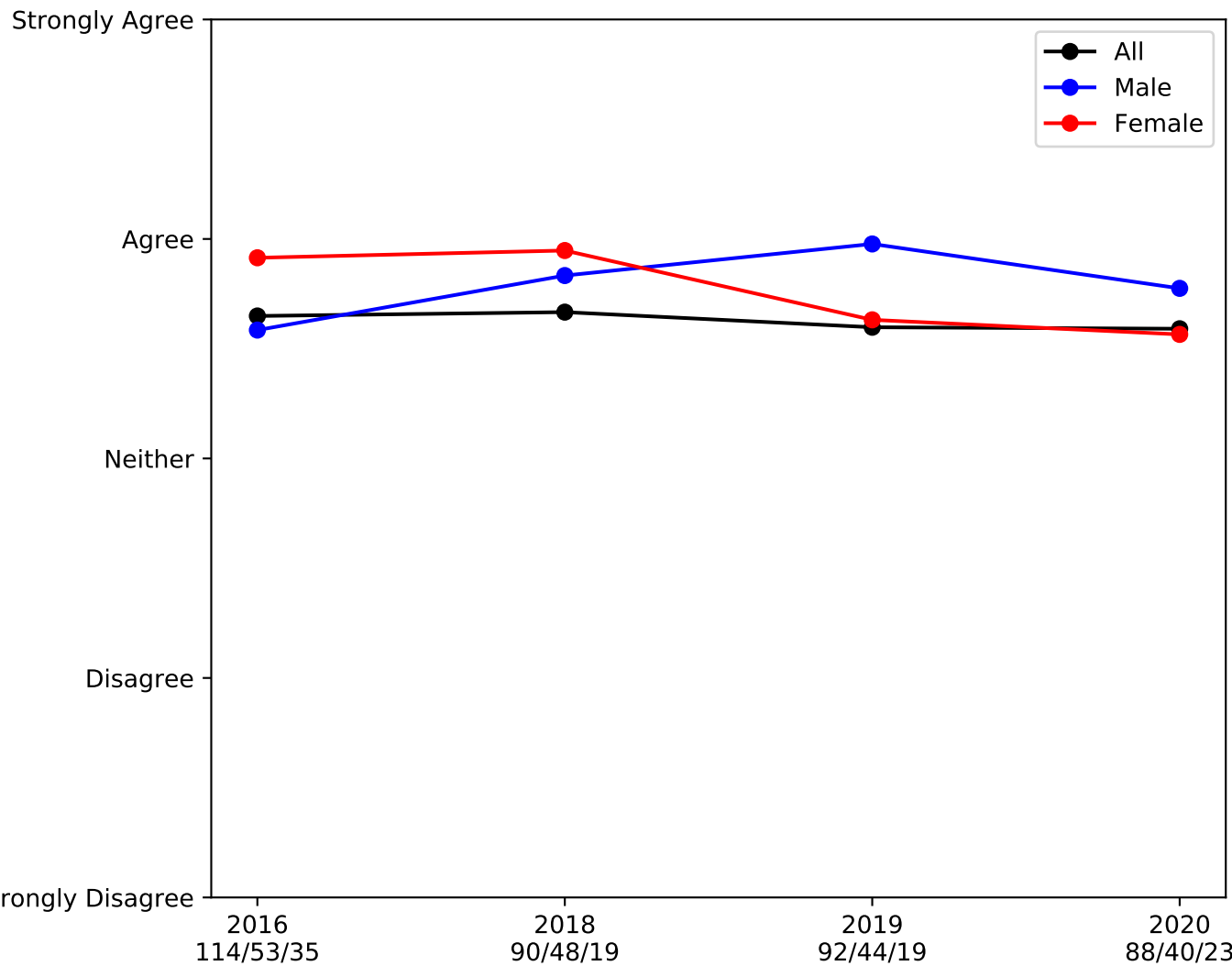
Error bars are standard error of the percentage, intended to give a rough approximation of the uncertainty given the number of responses

Note: A few questions do not have datapoints from all surveys, because some questions were added more recently

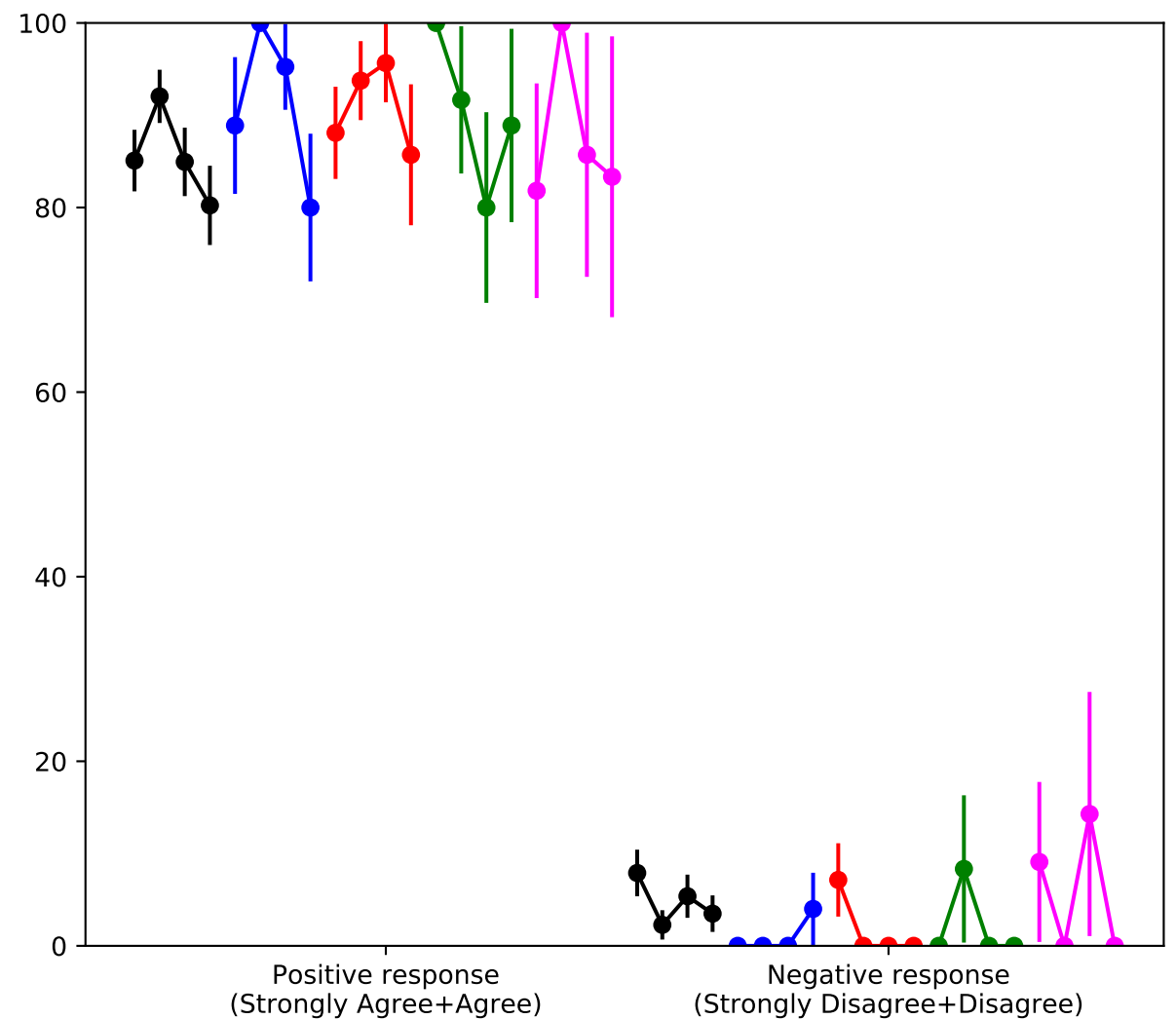
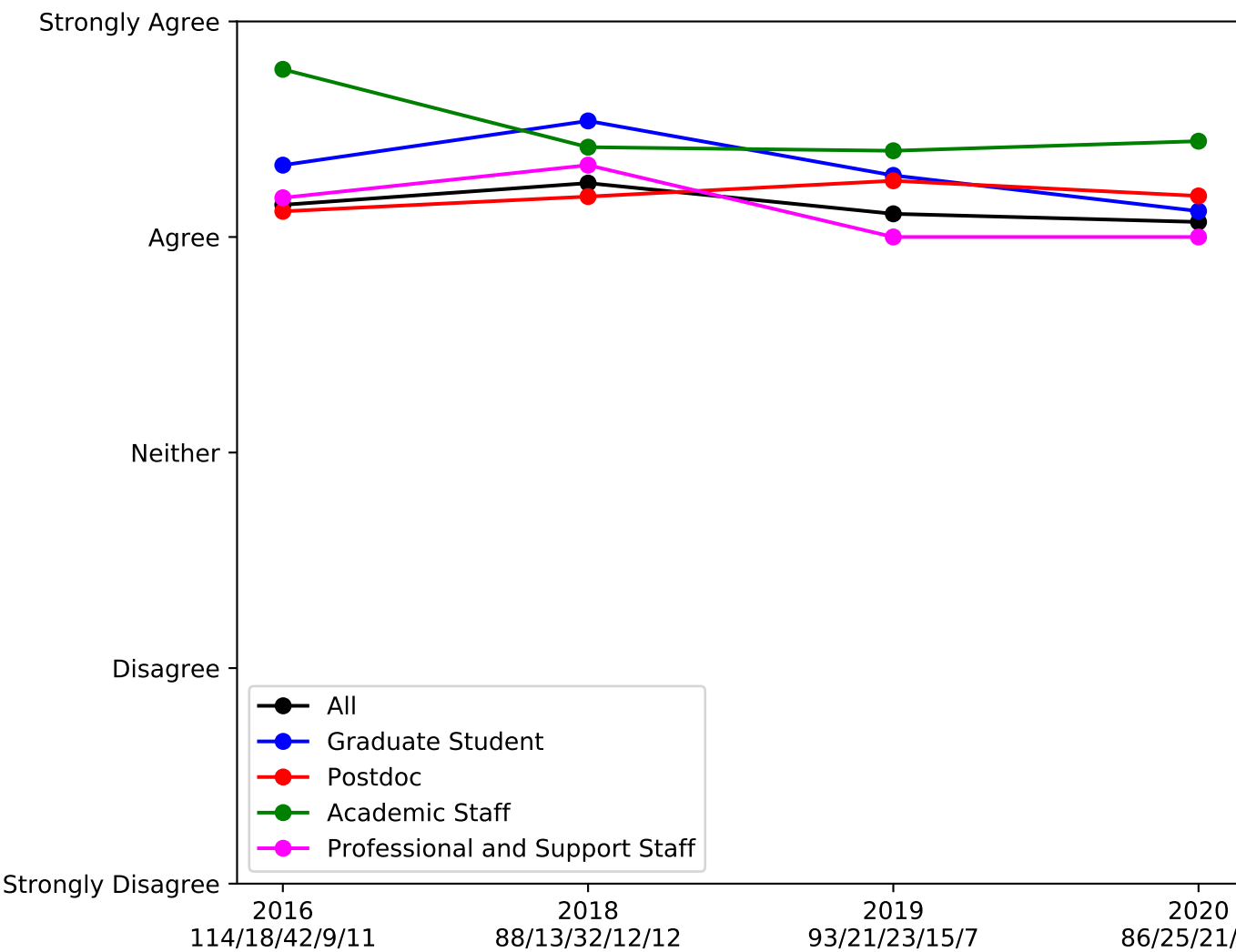
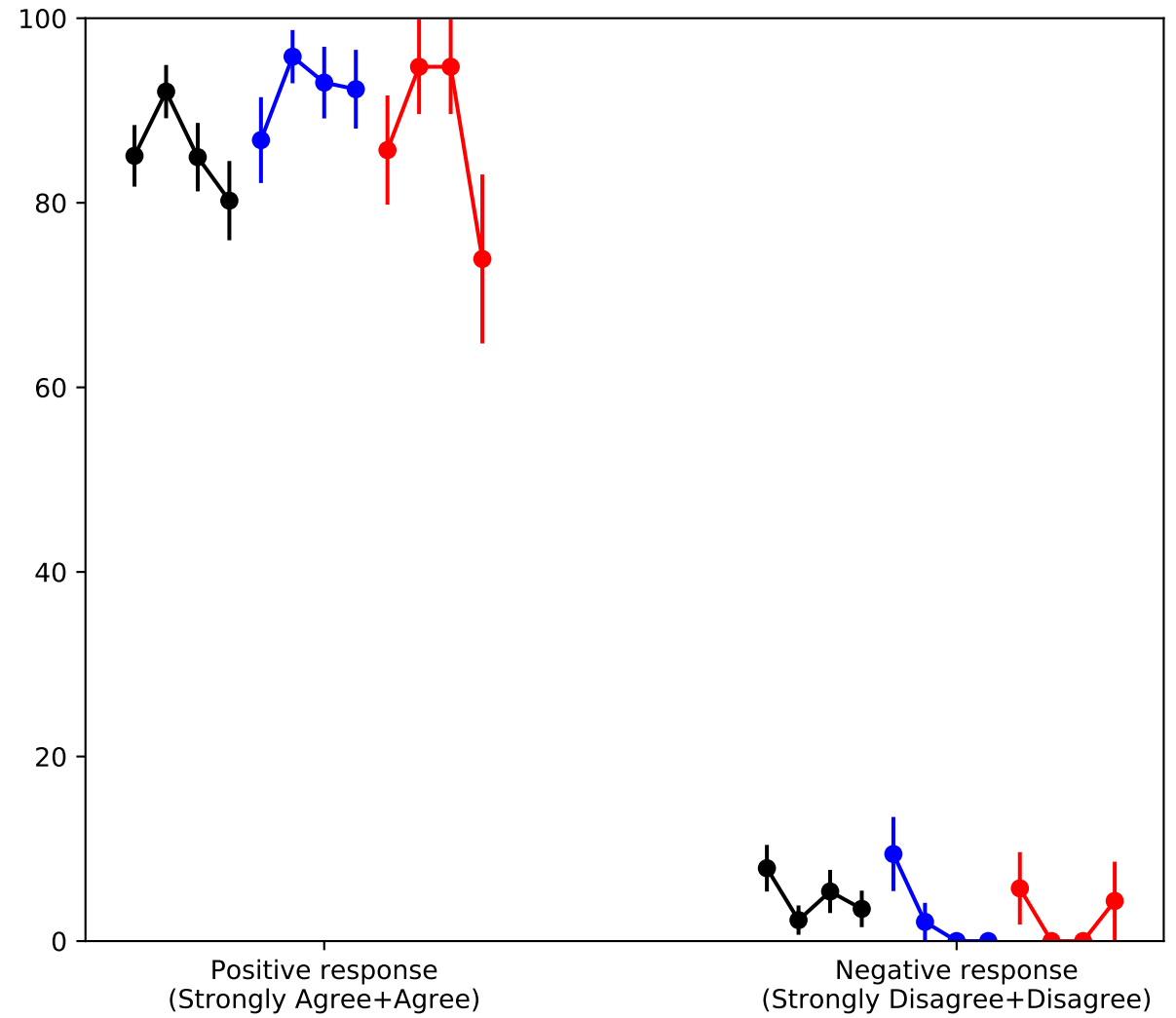
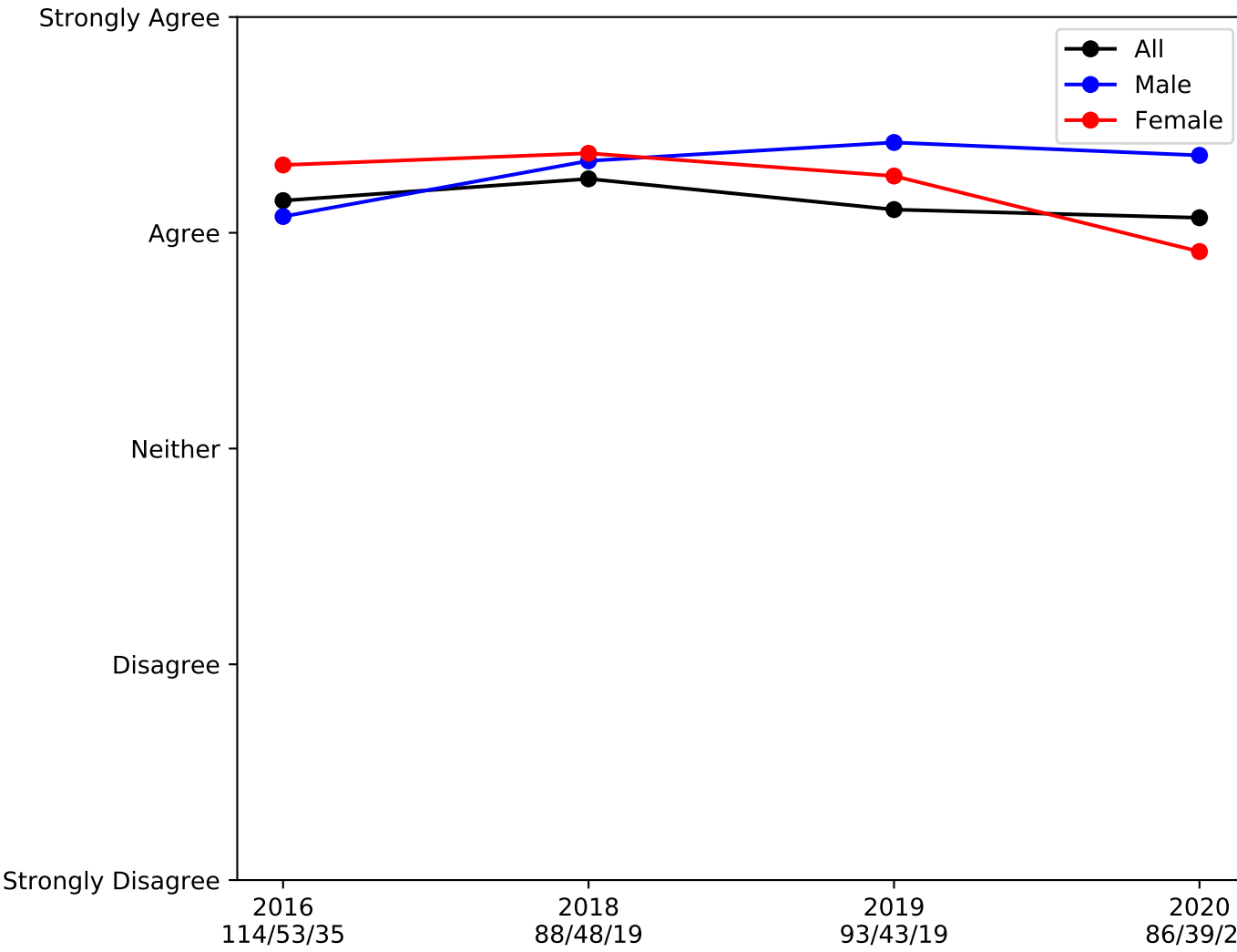
I am satisfied with my working environment



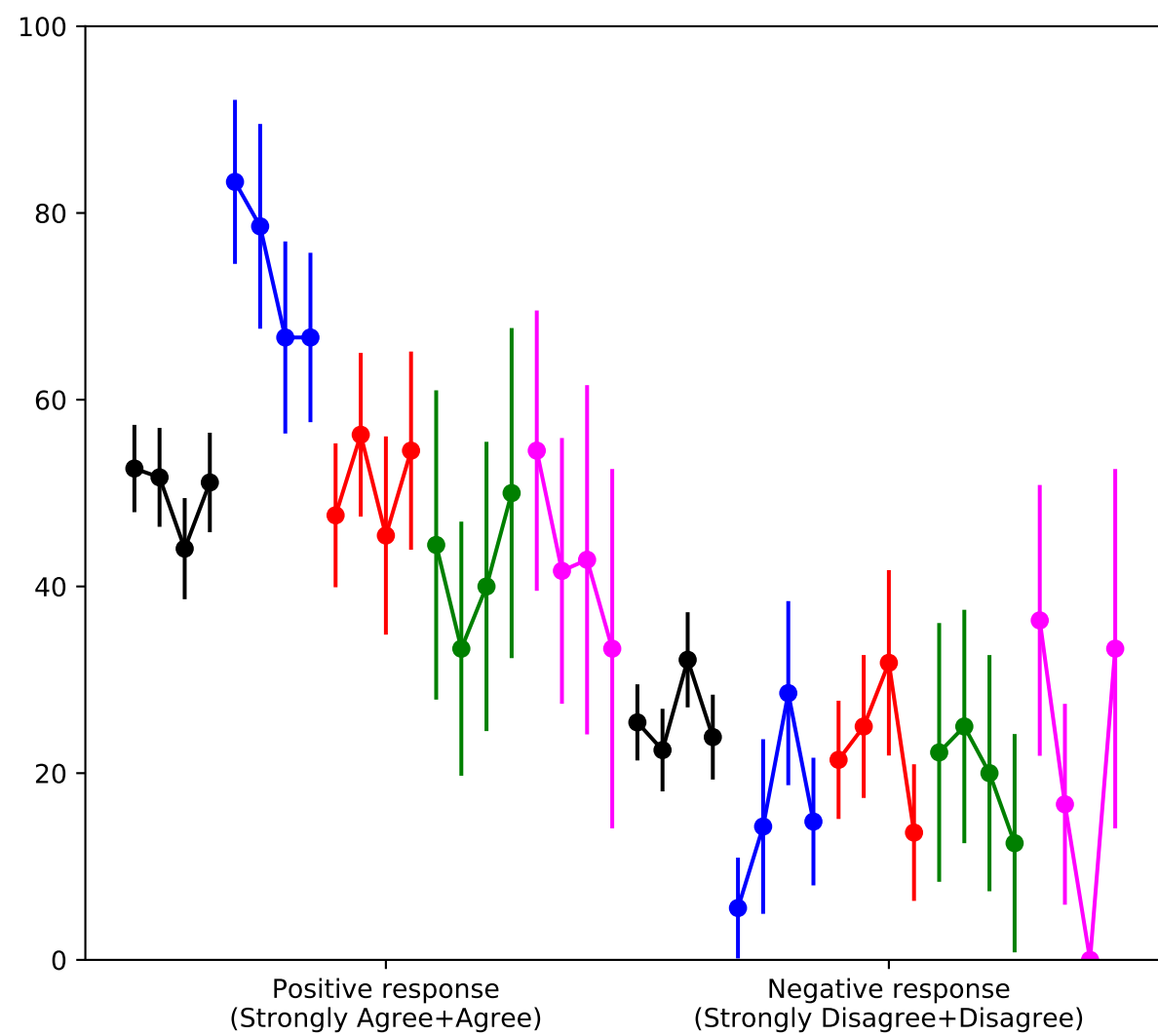
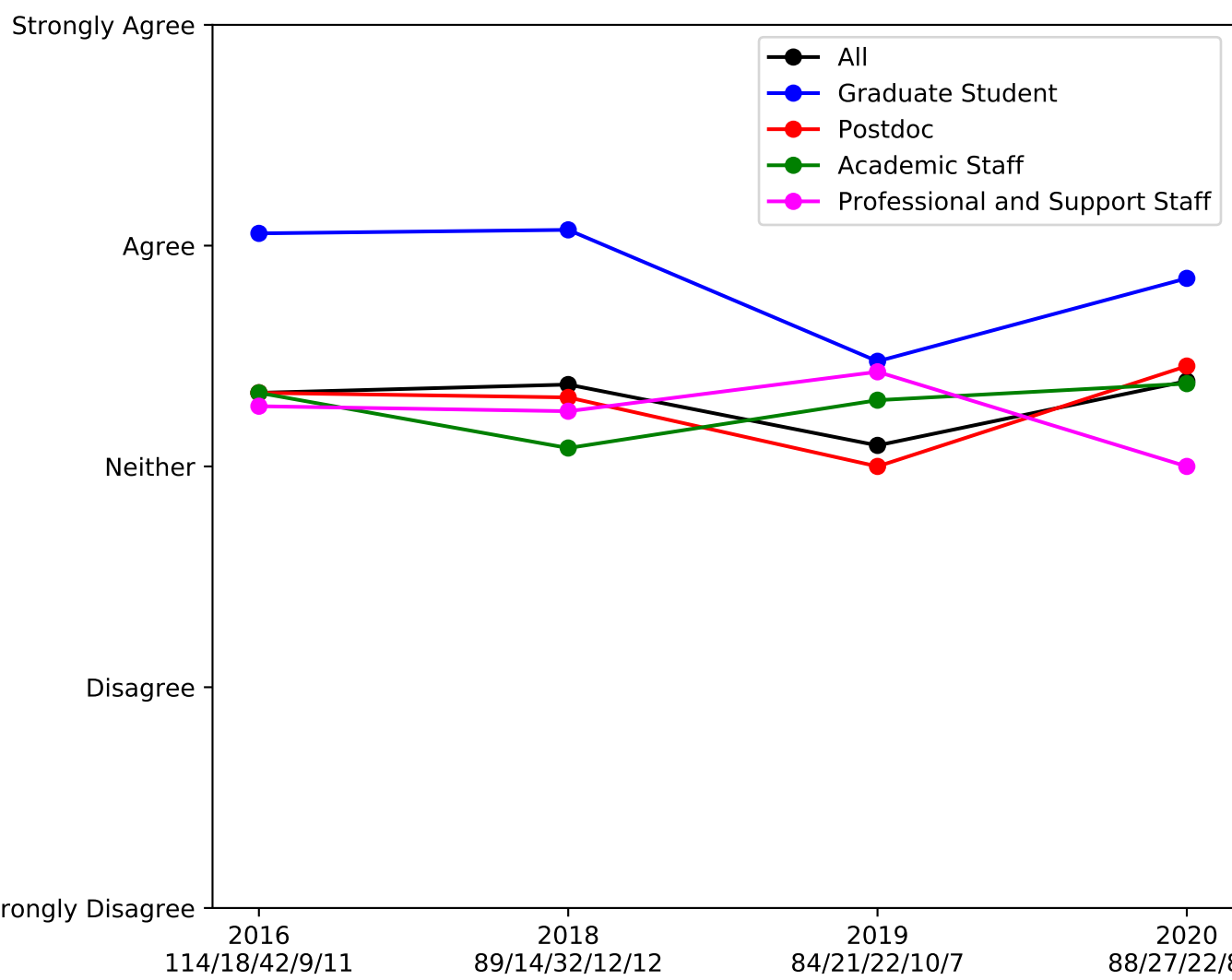
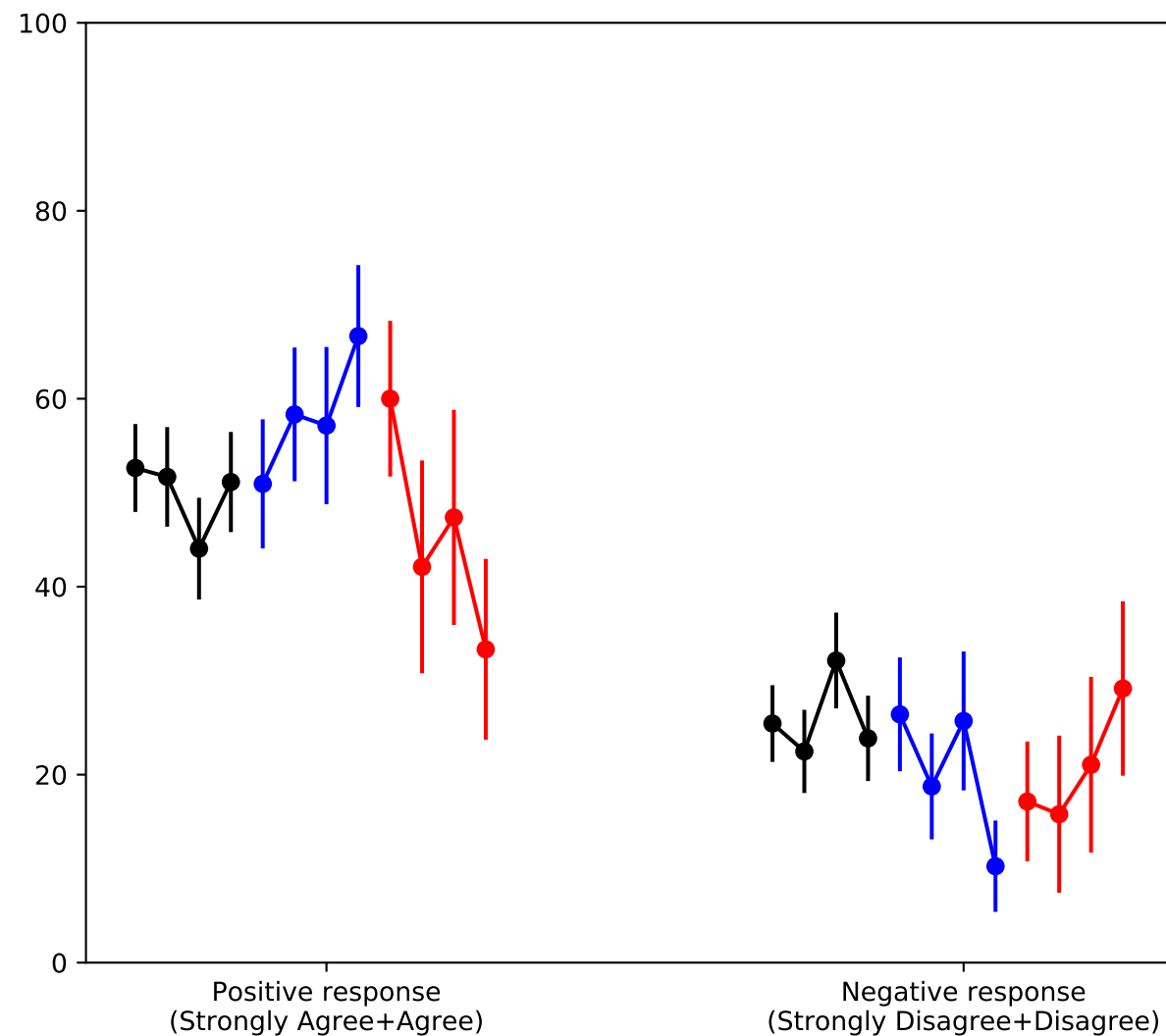
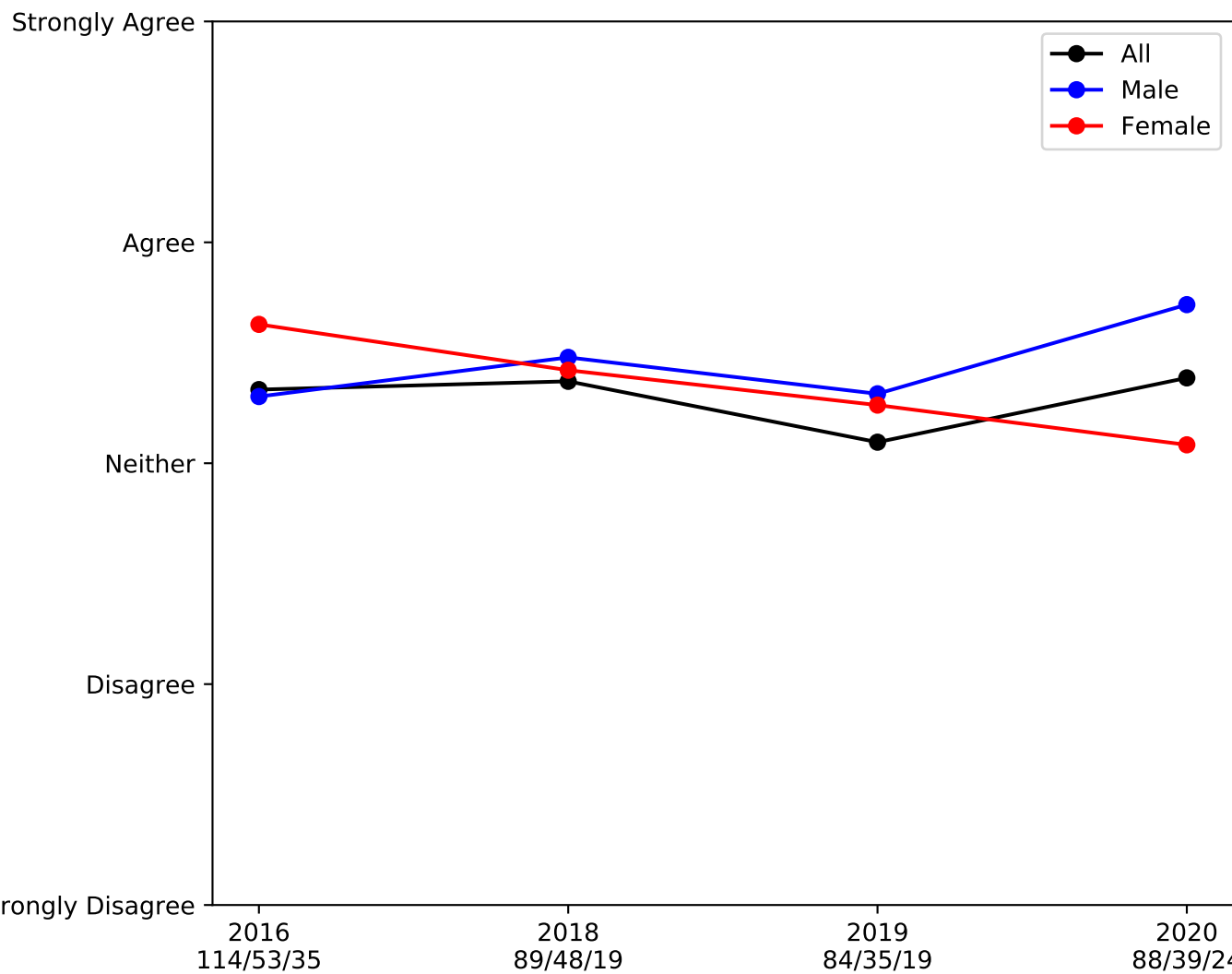
I am satisfied with the recognition I receive from within the IoA



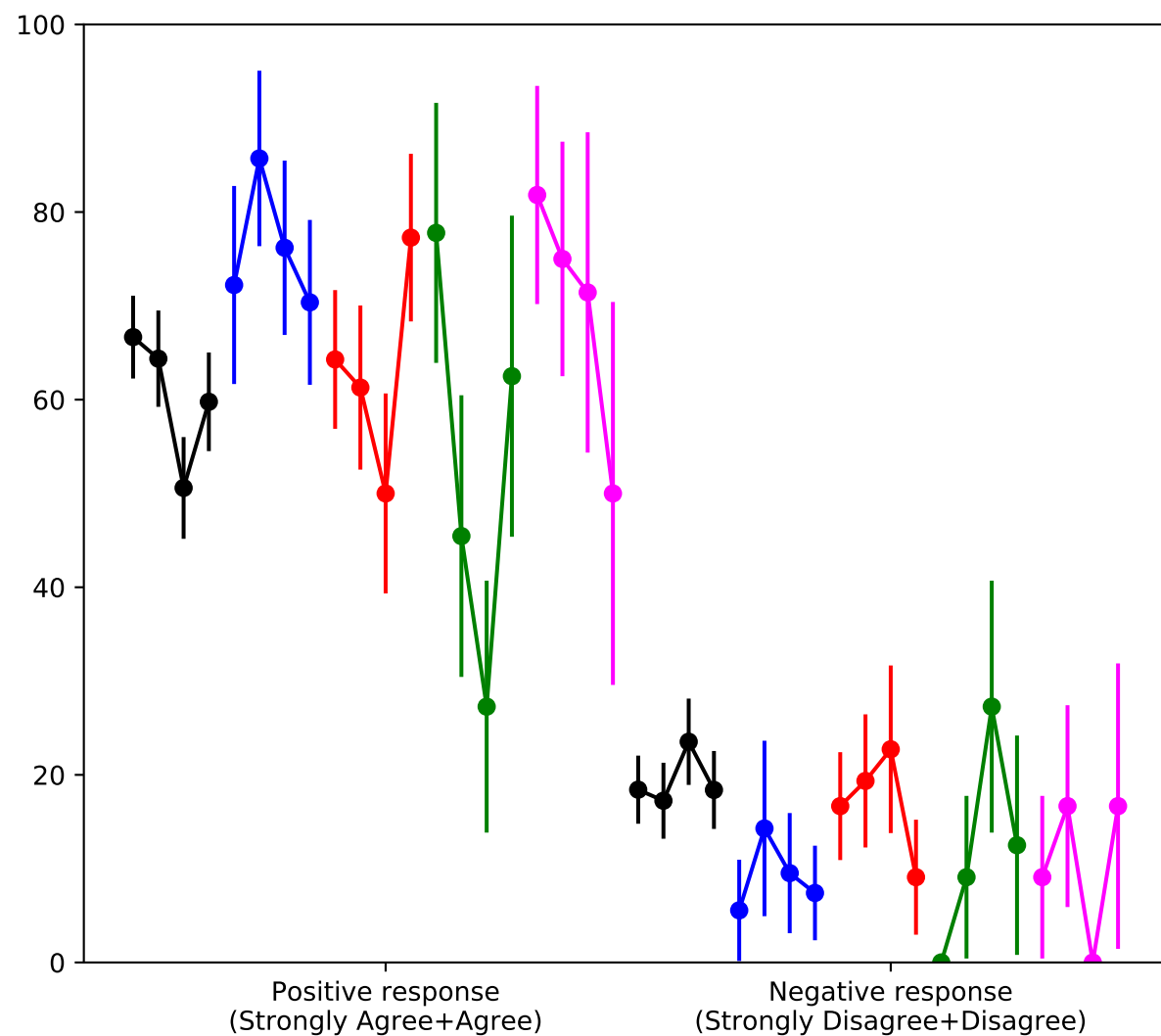
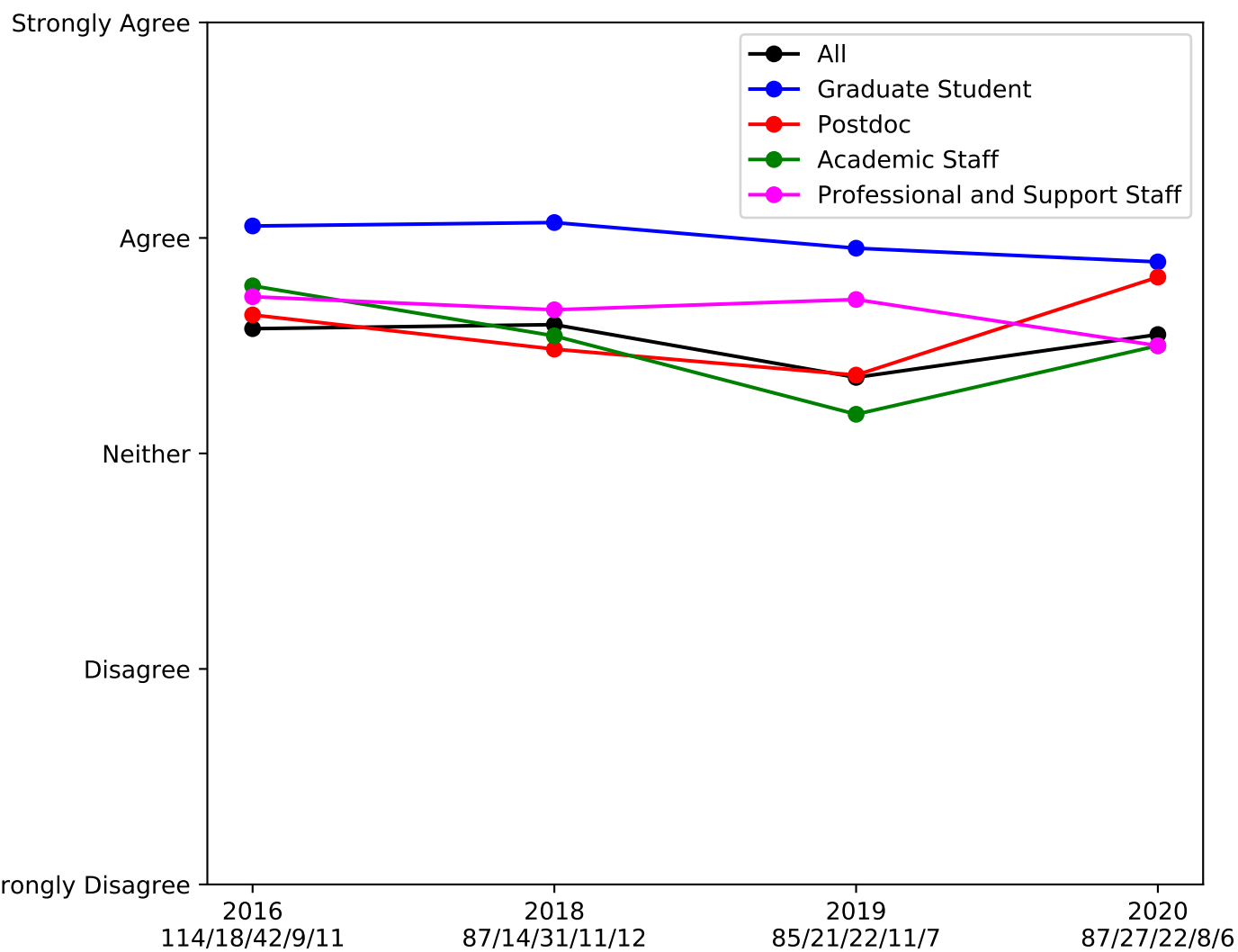
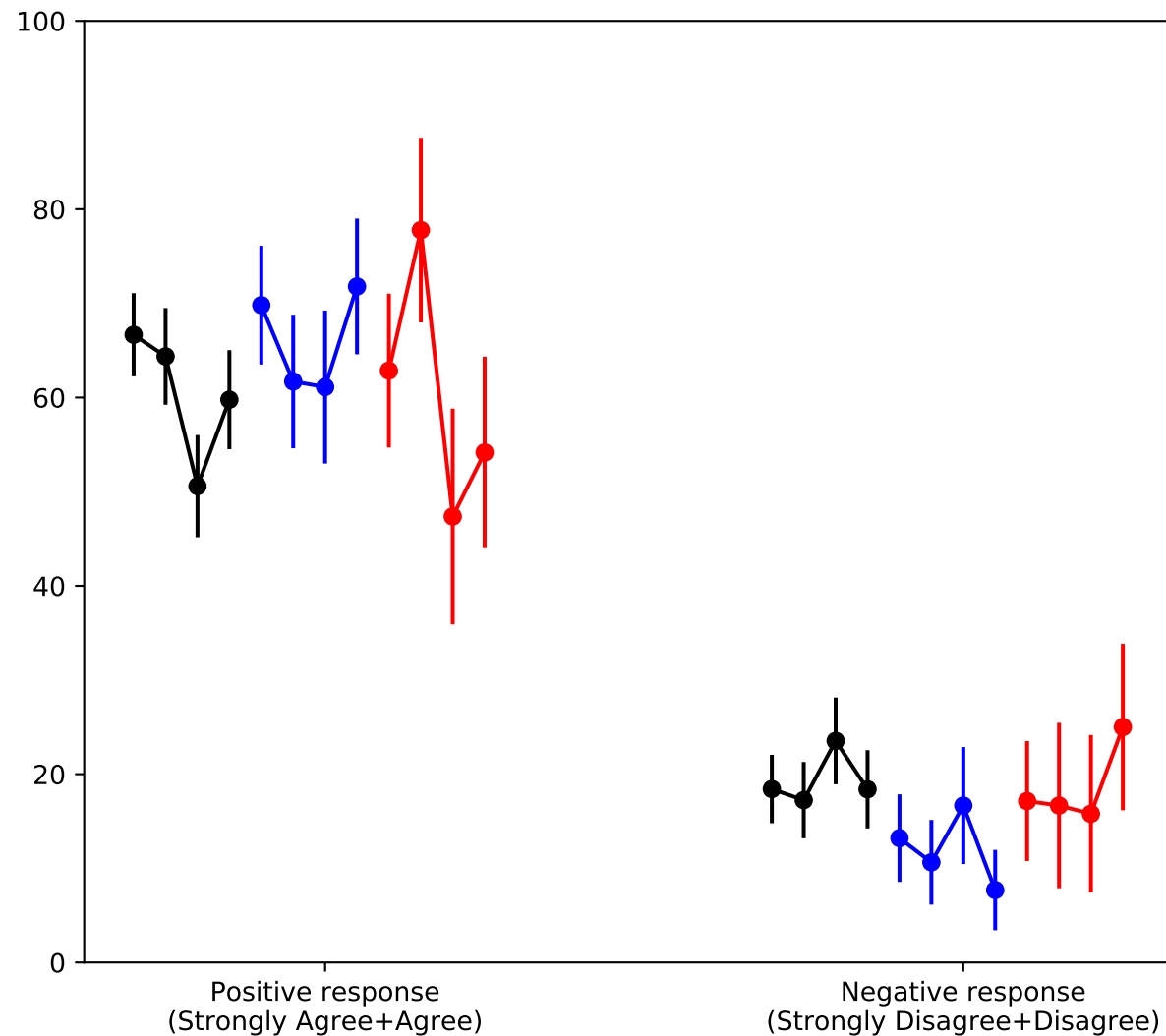
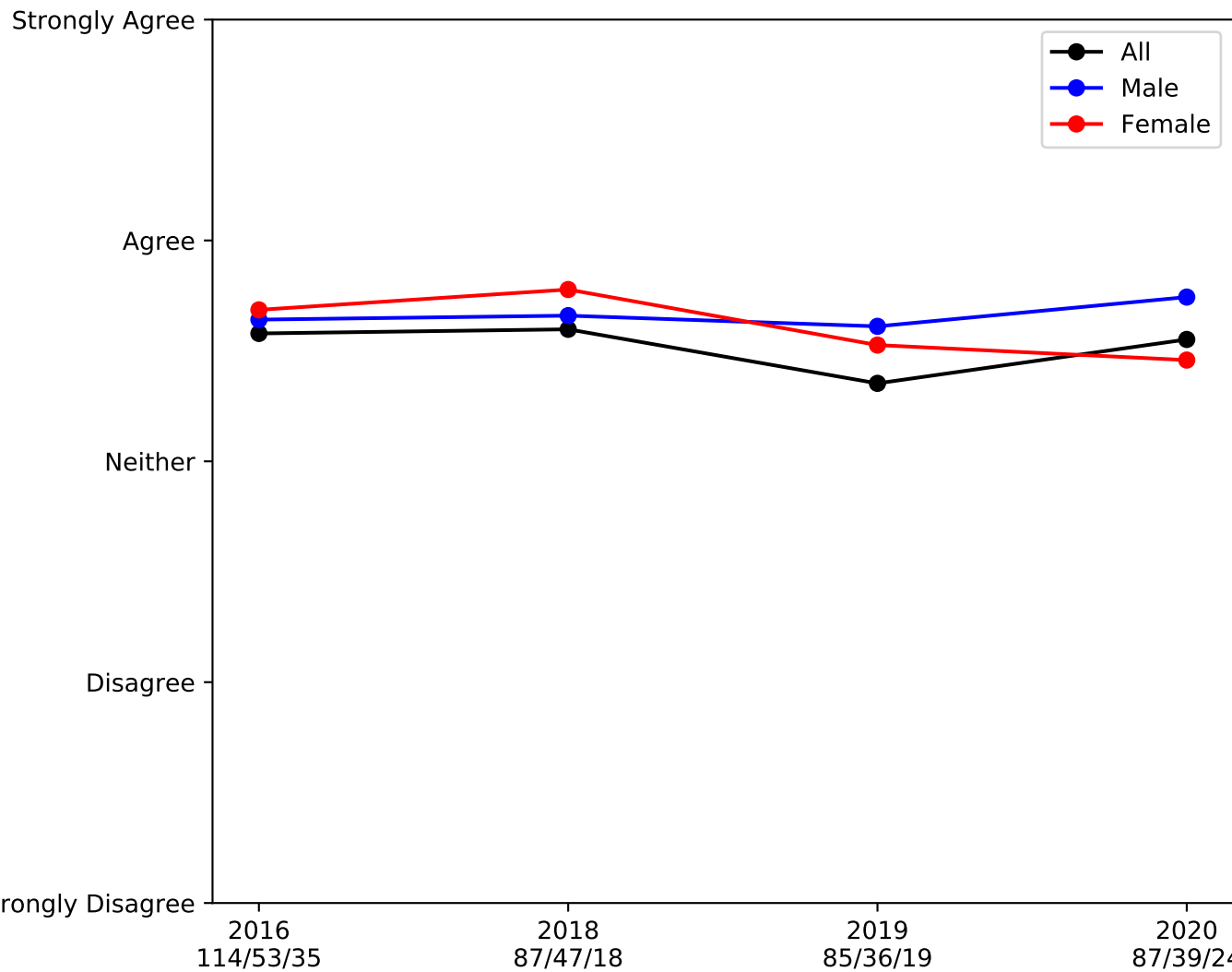
I am able to take ownership and responsibility across the duties of my role



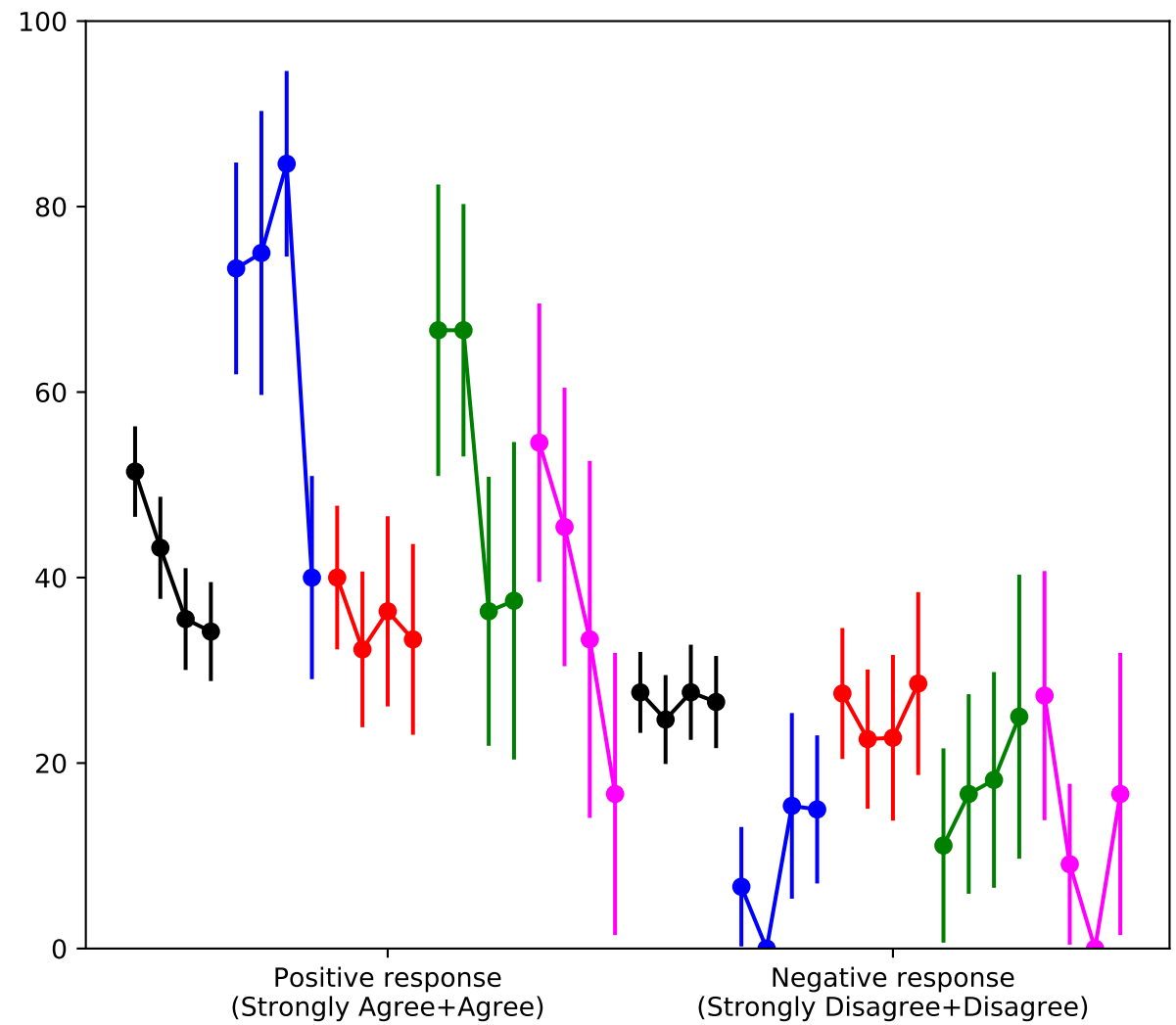
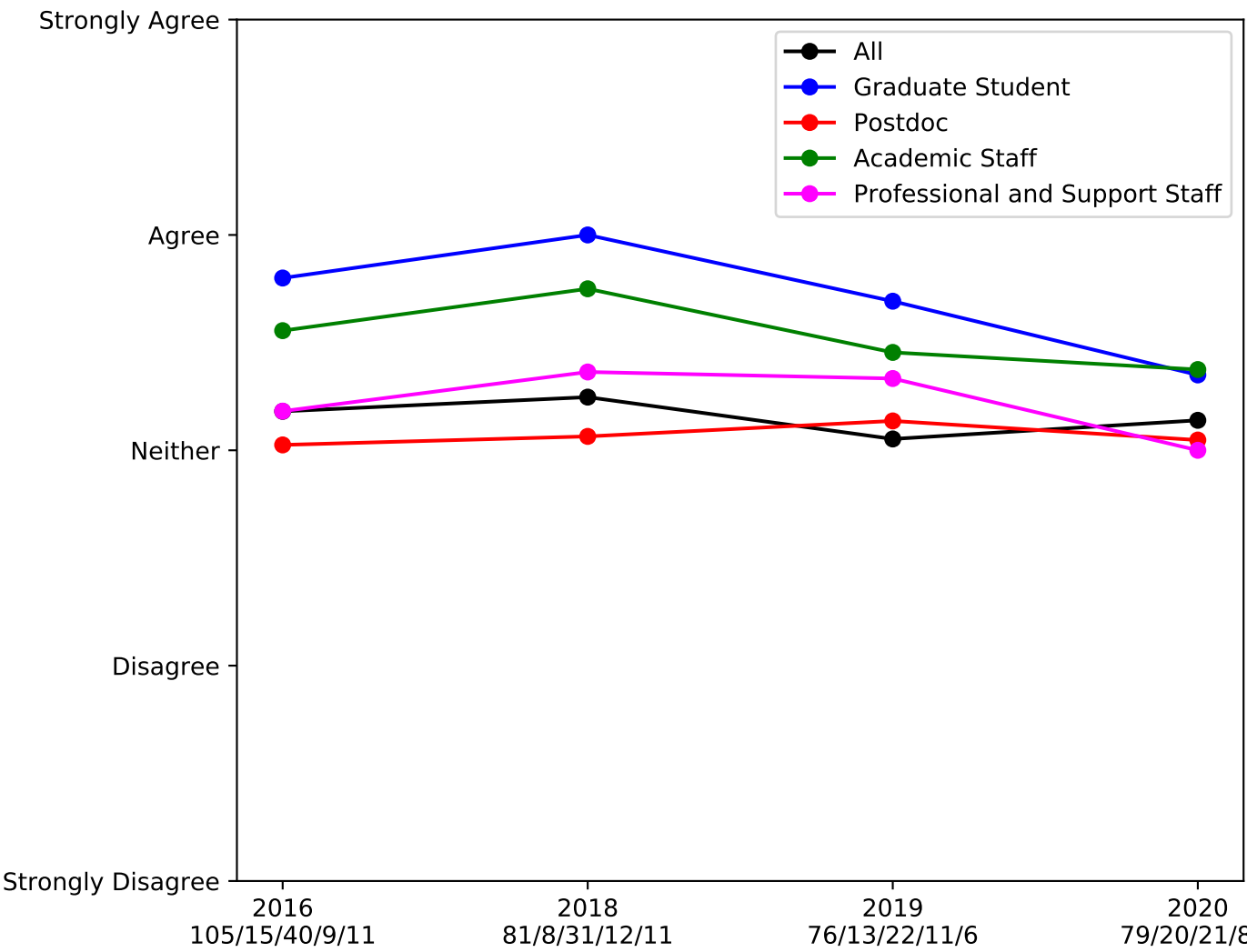
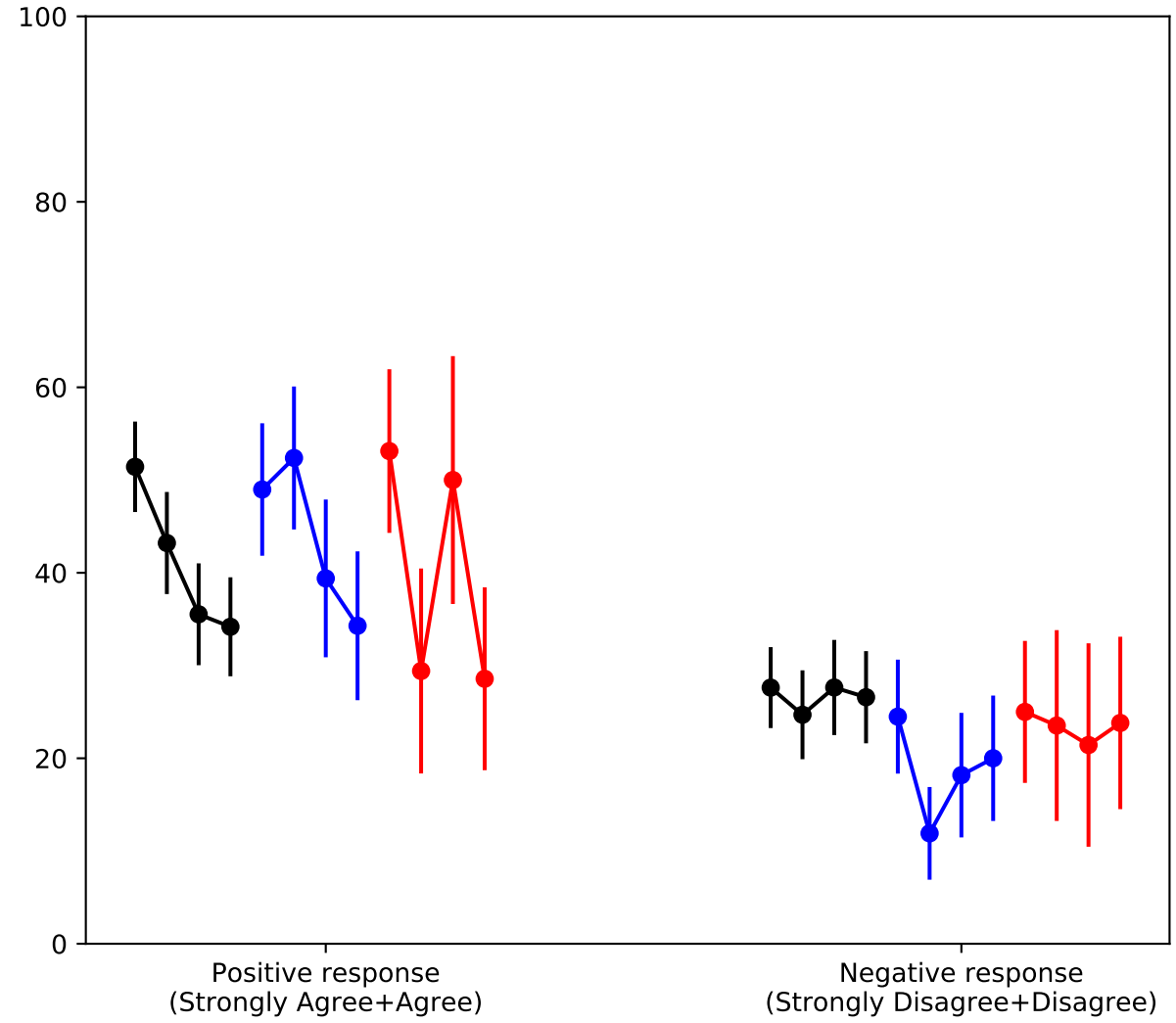
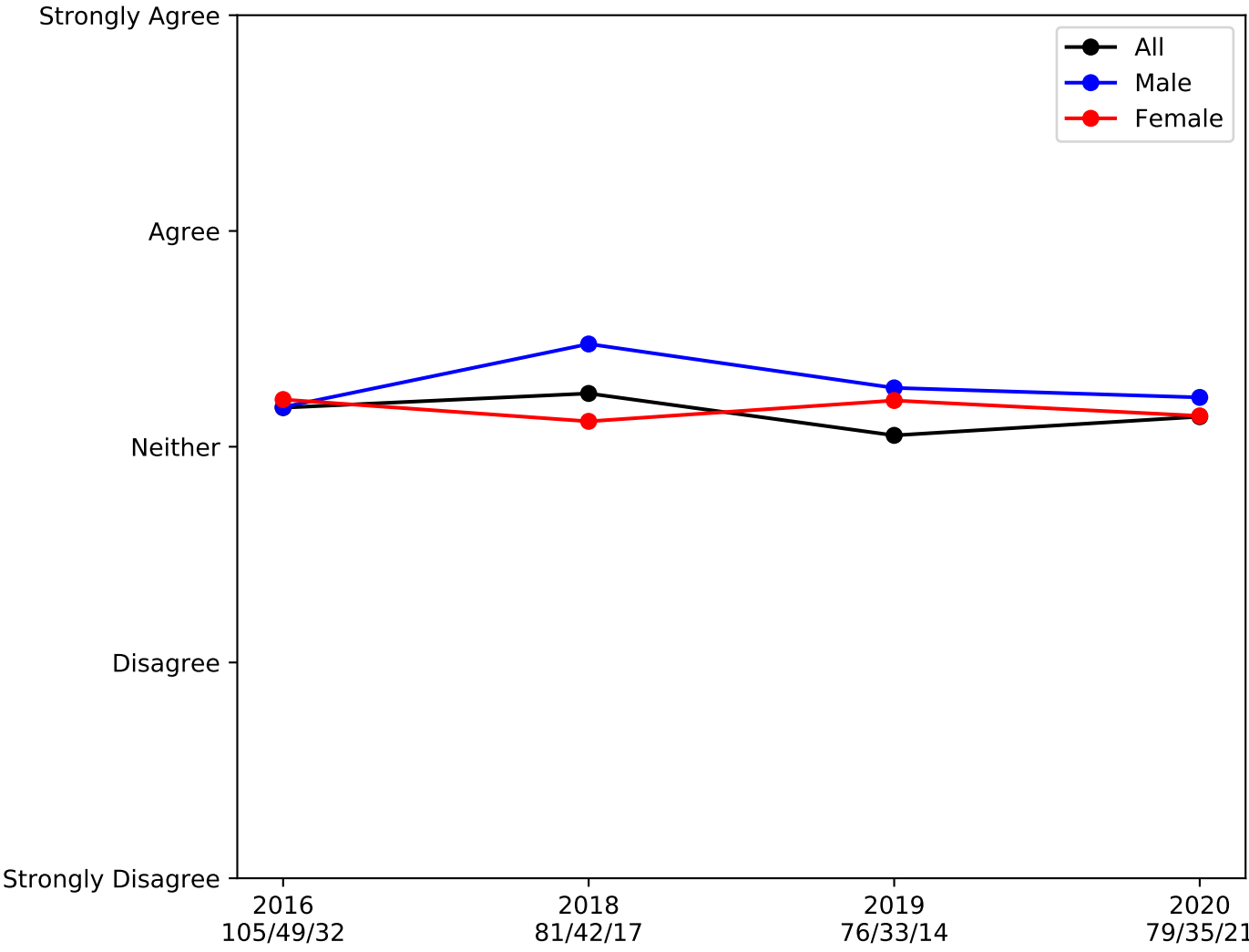
I receive regular and constructive feedback on my performance



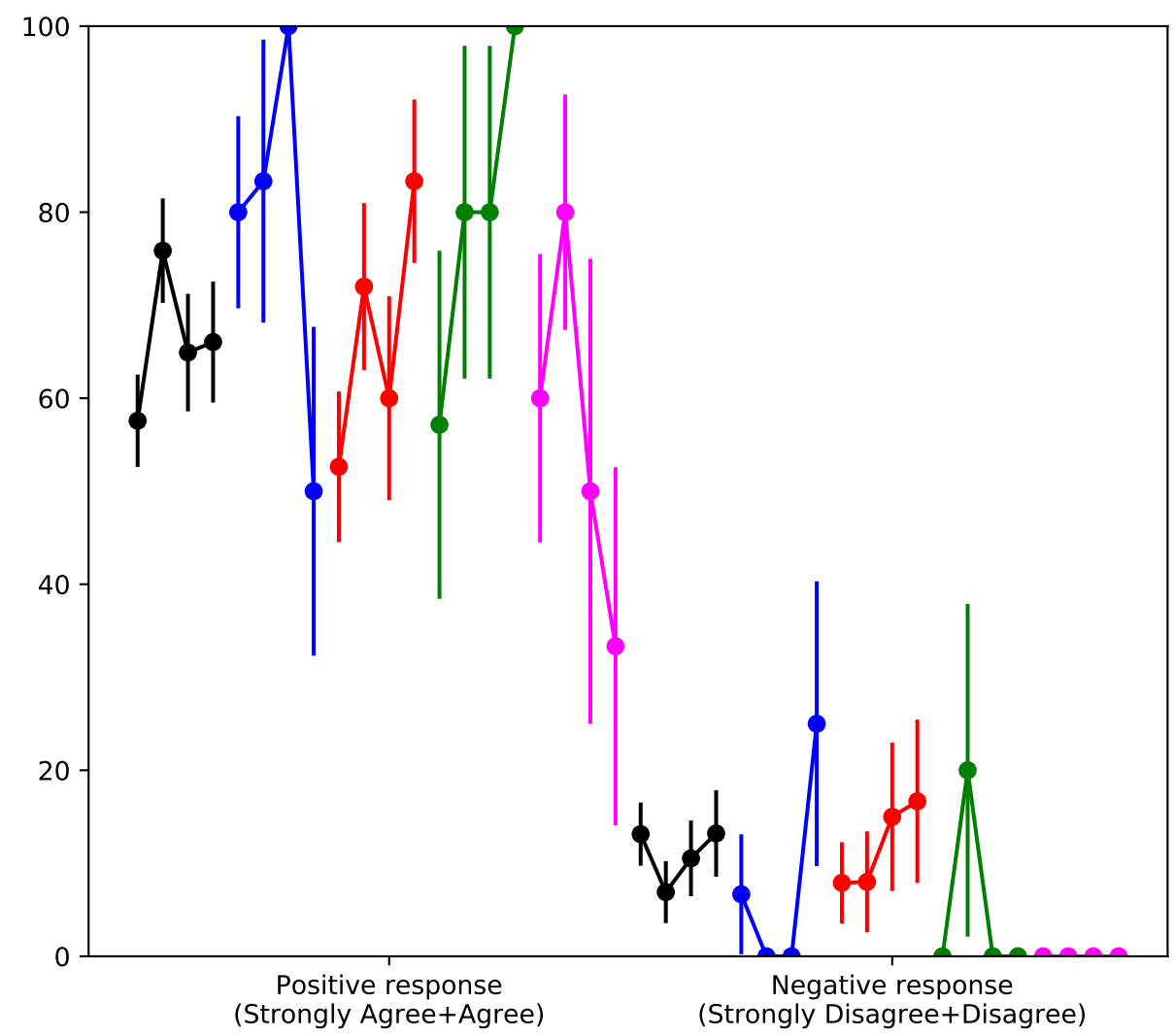
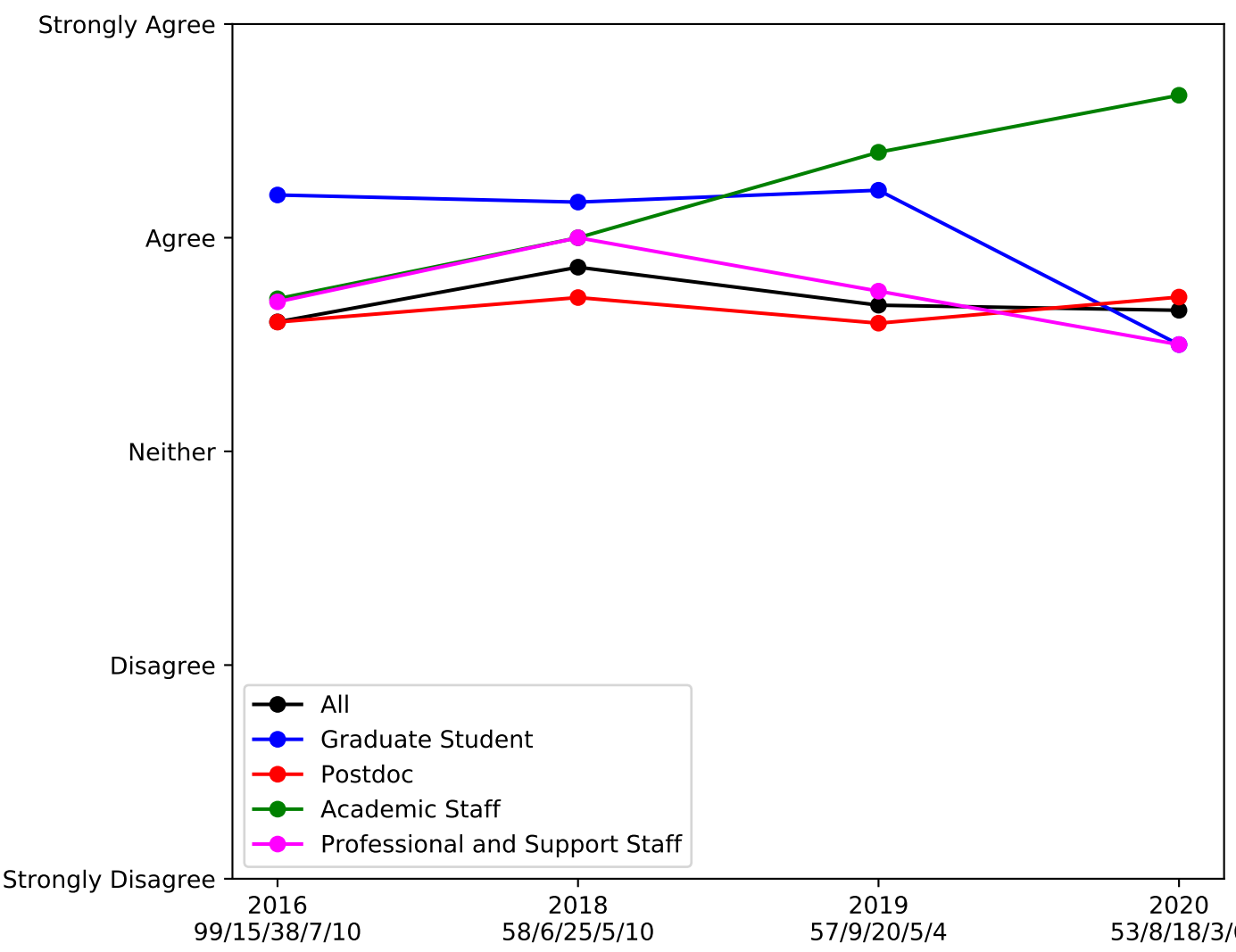
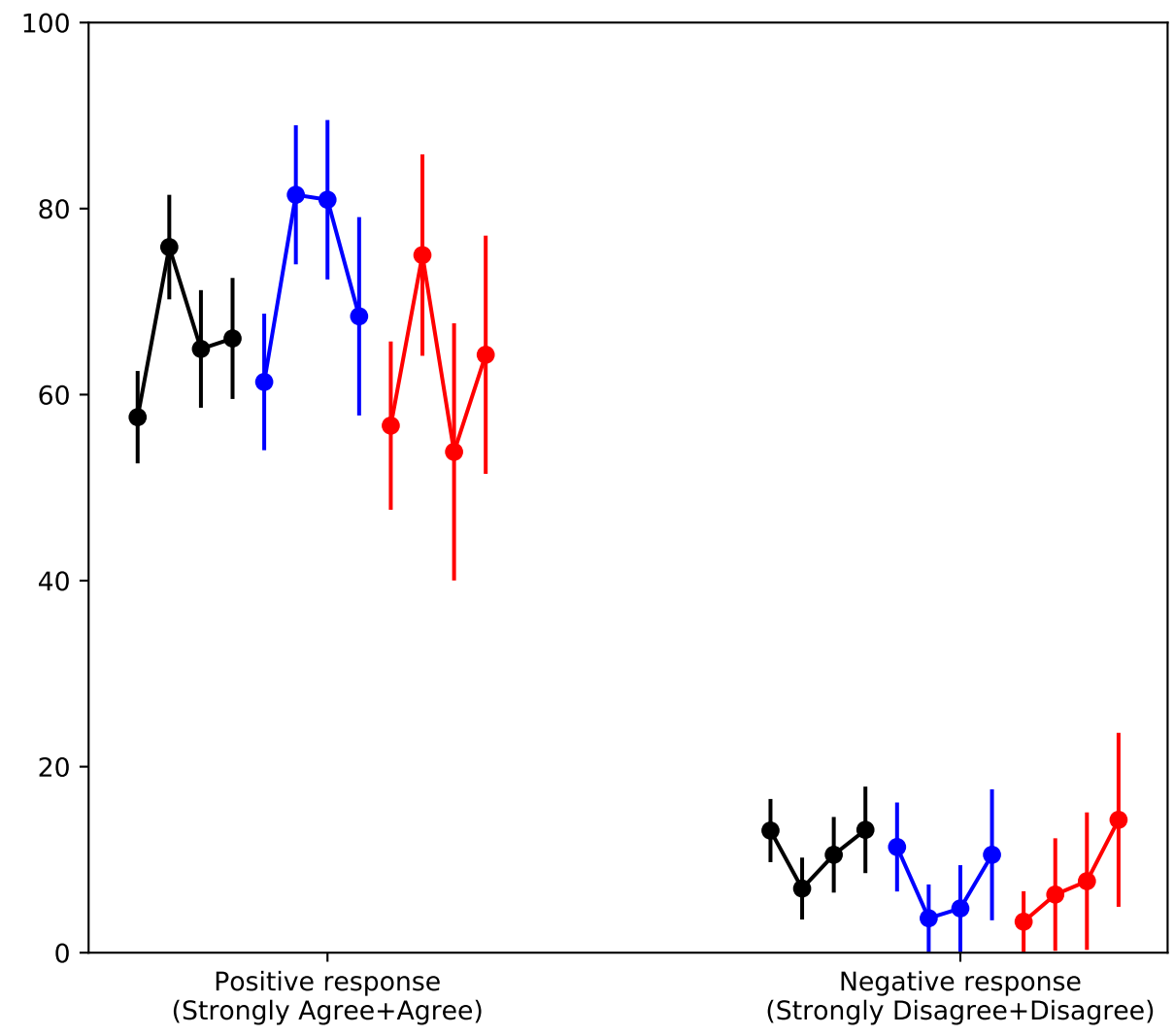
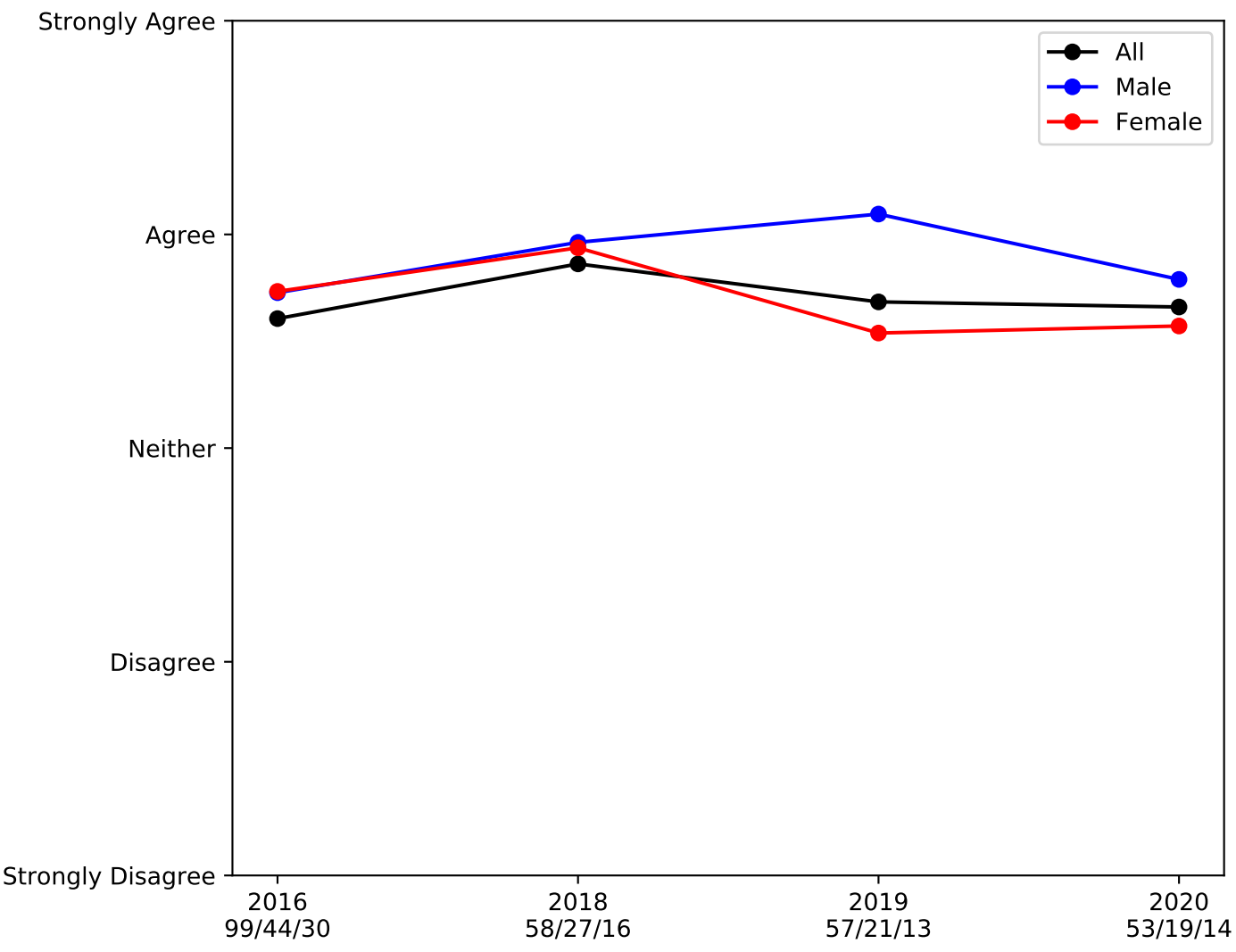
I have the opportunity to discuss my development needs regularly



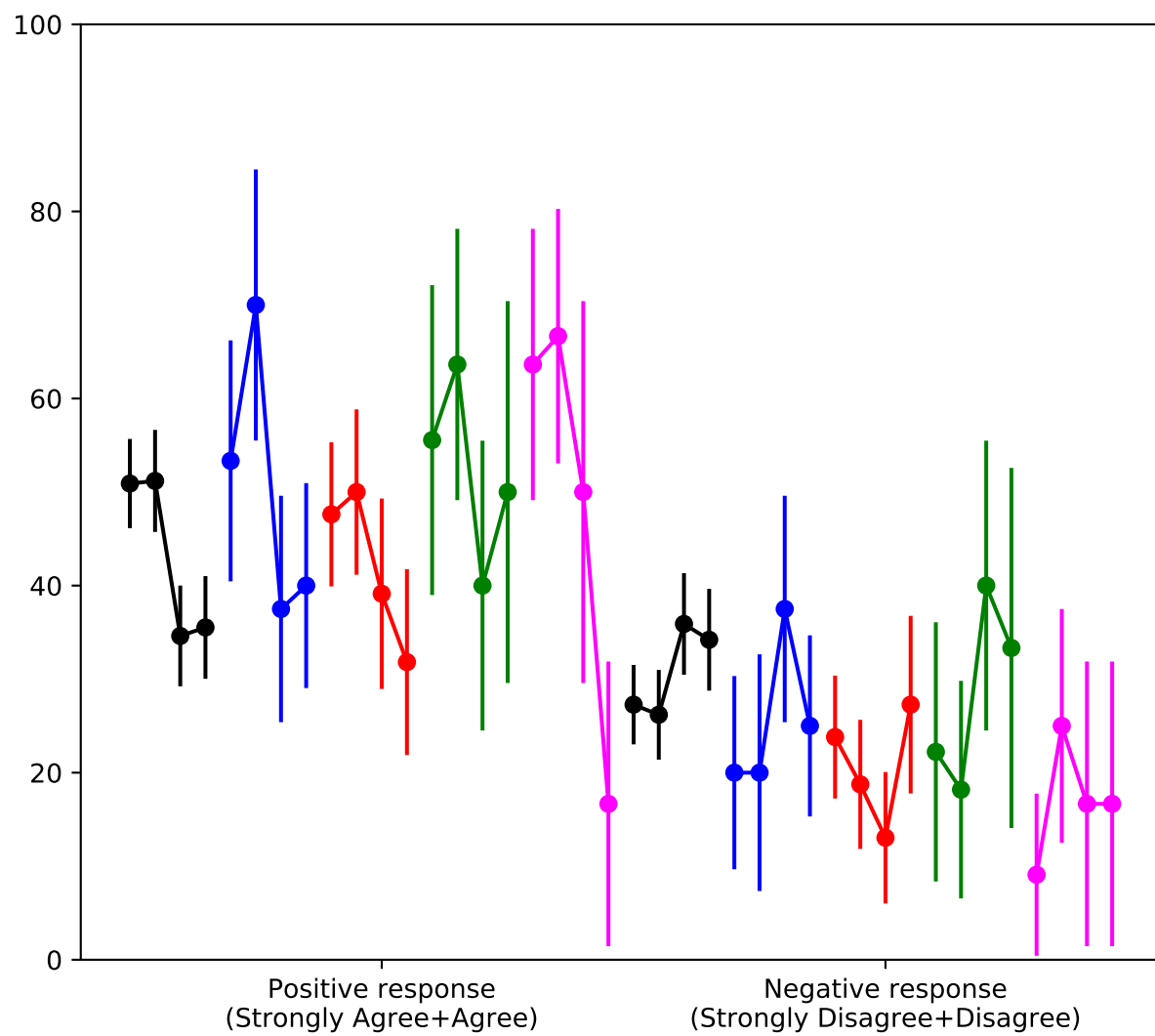
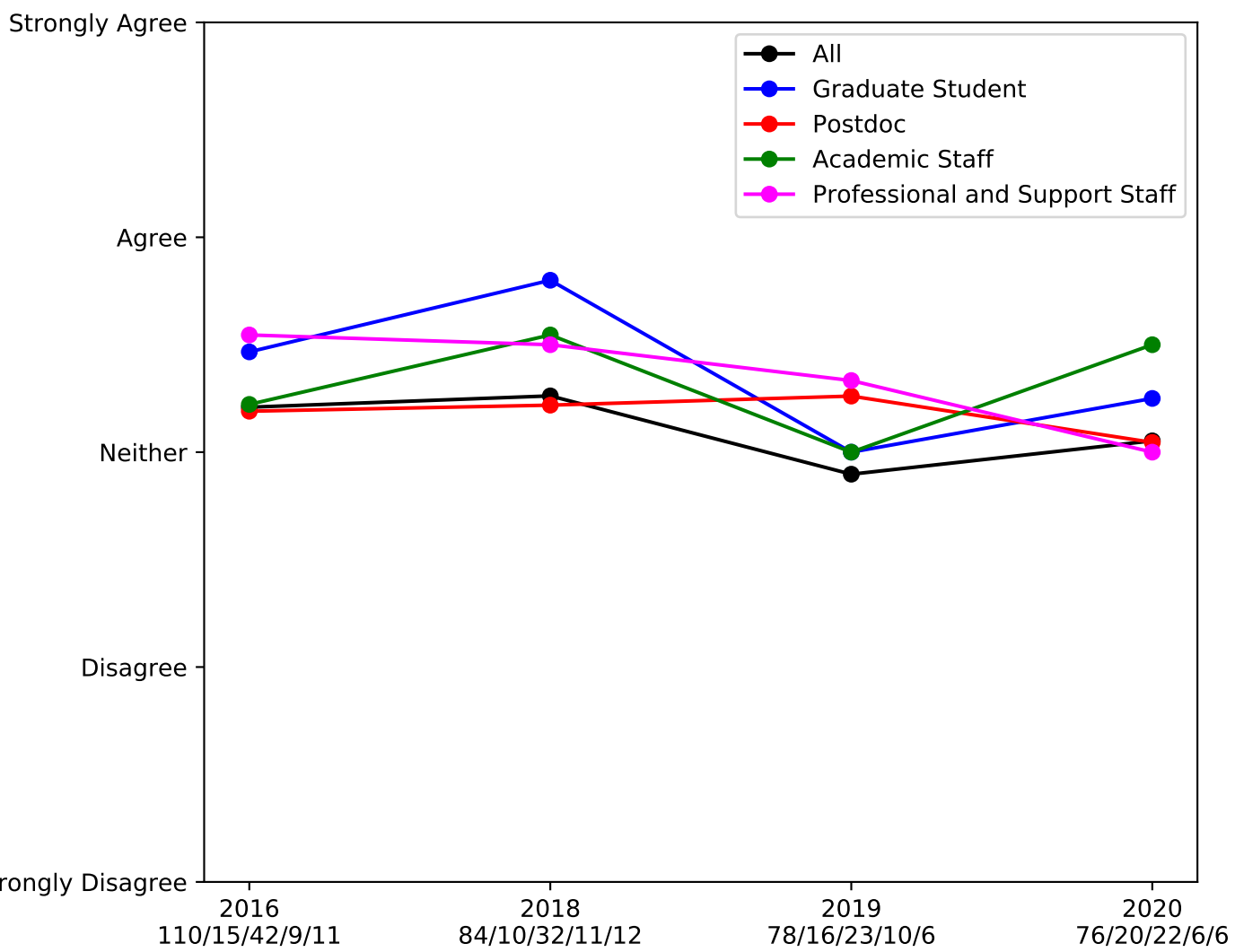
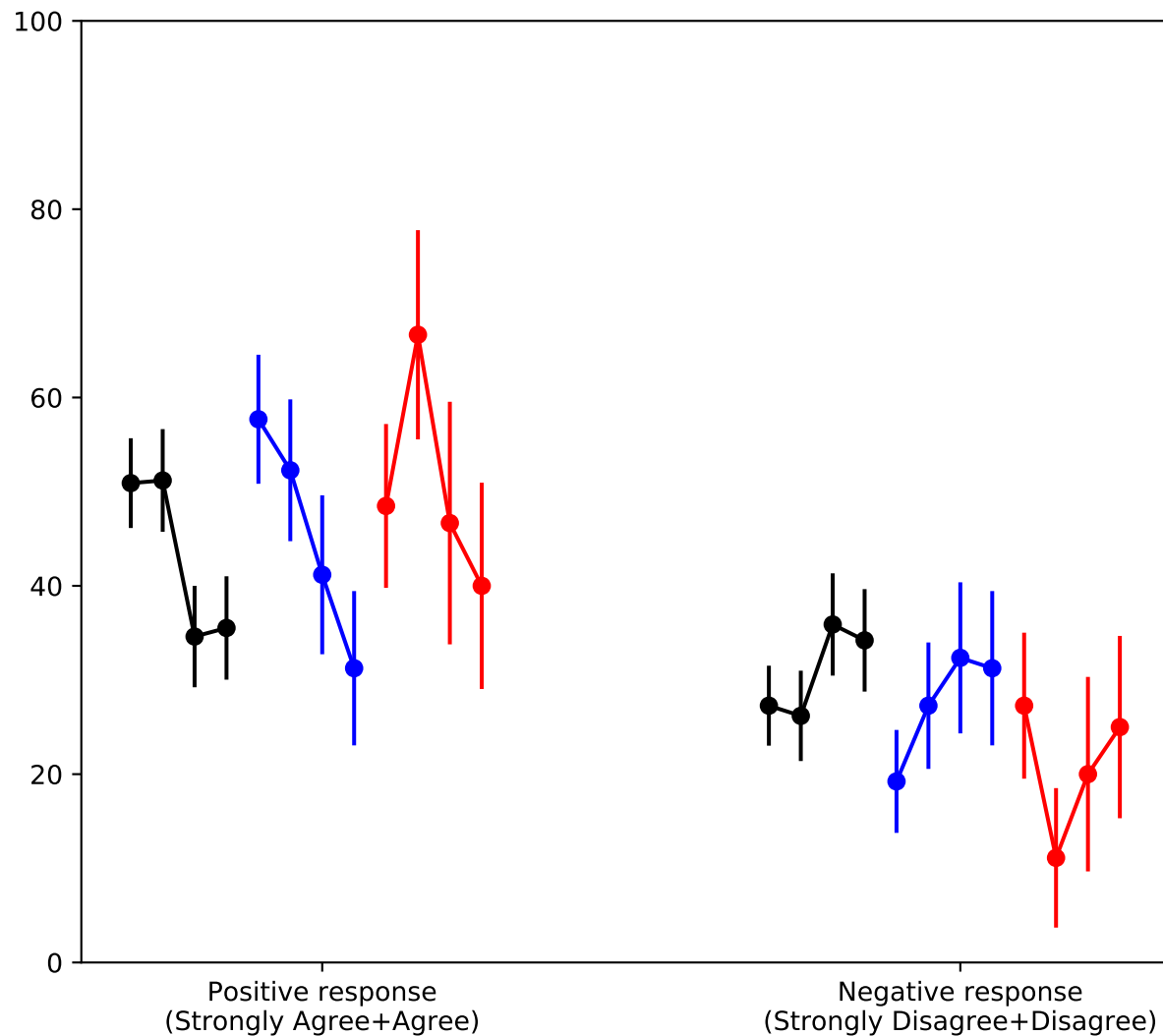
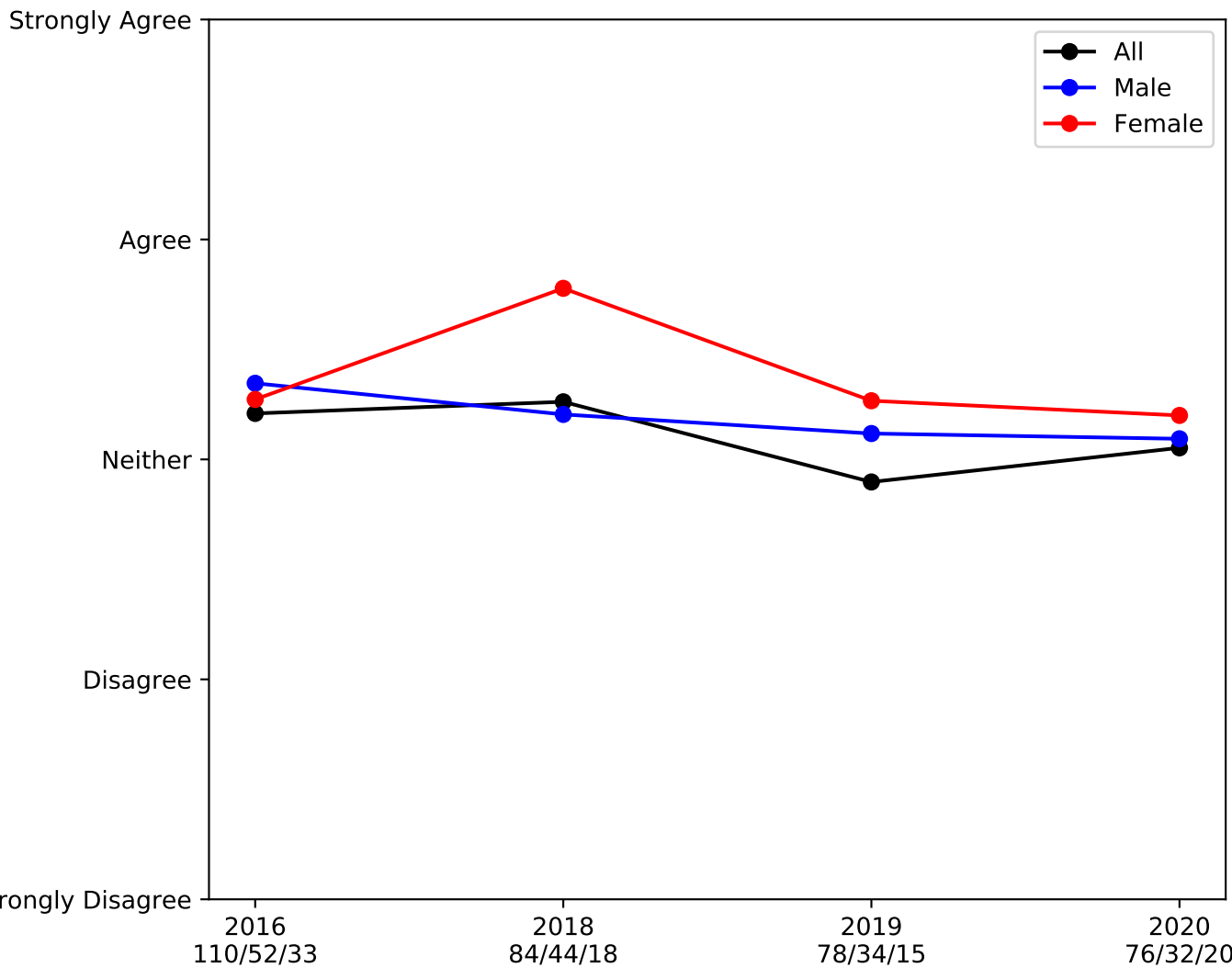
The career development / promotion processes at the University are fair



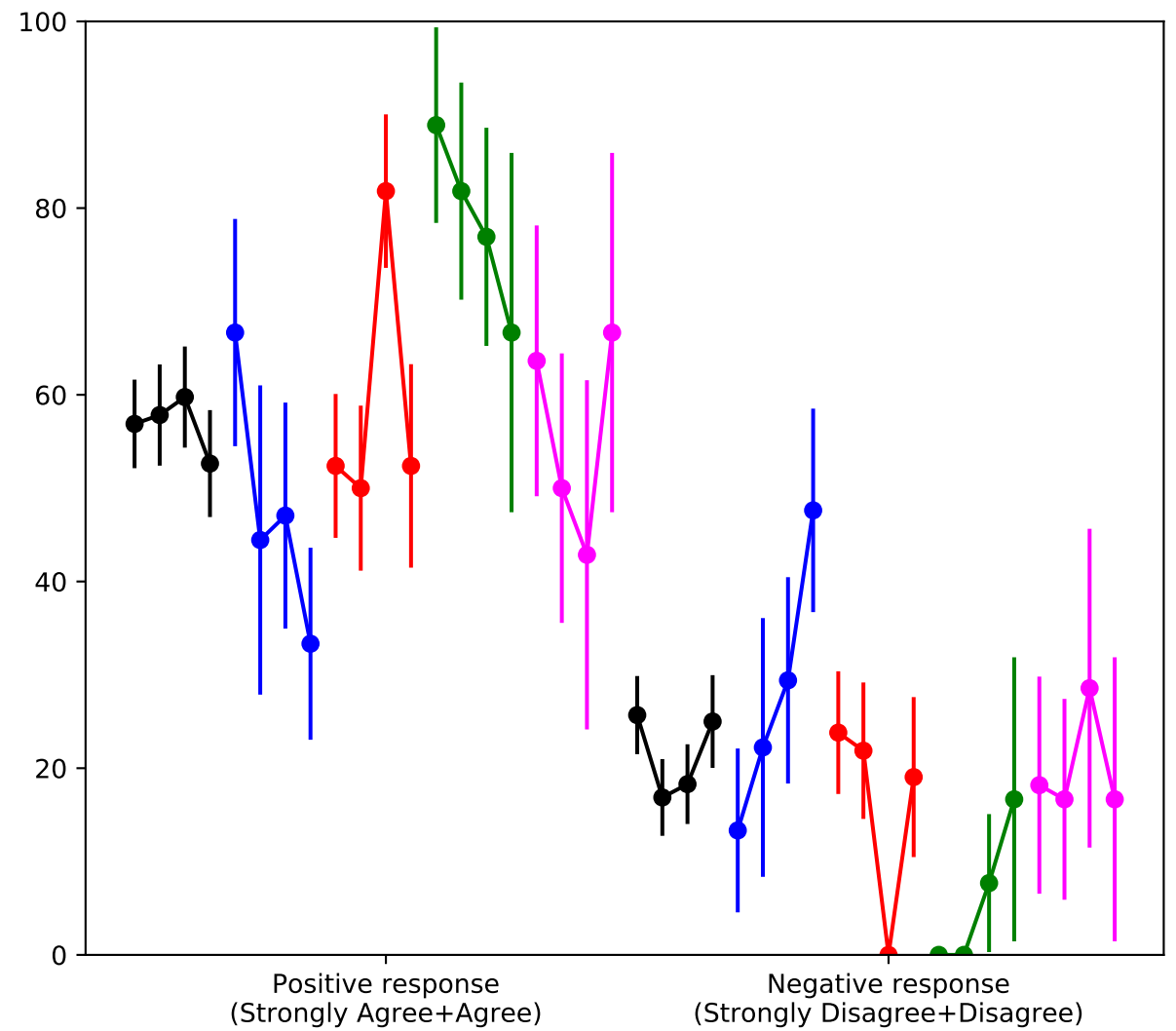
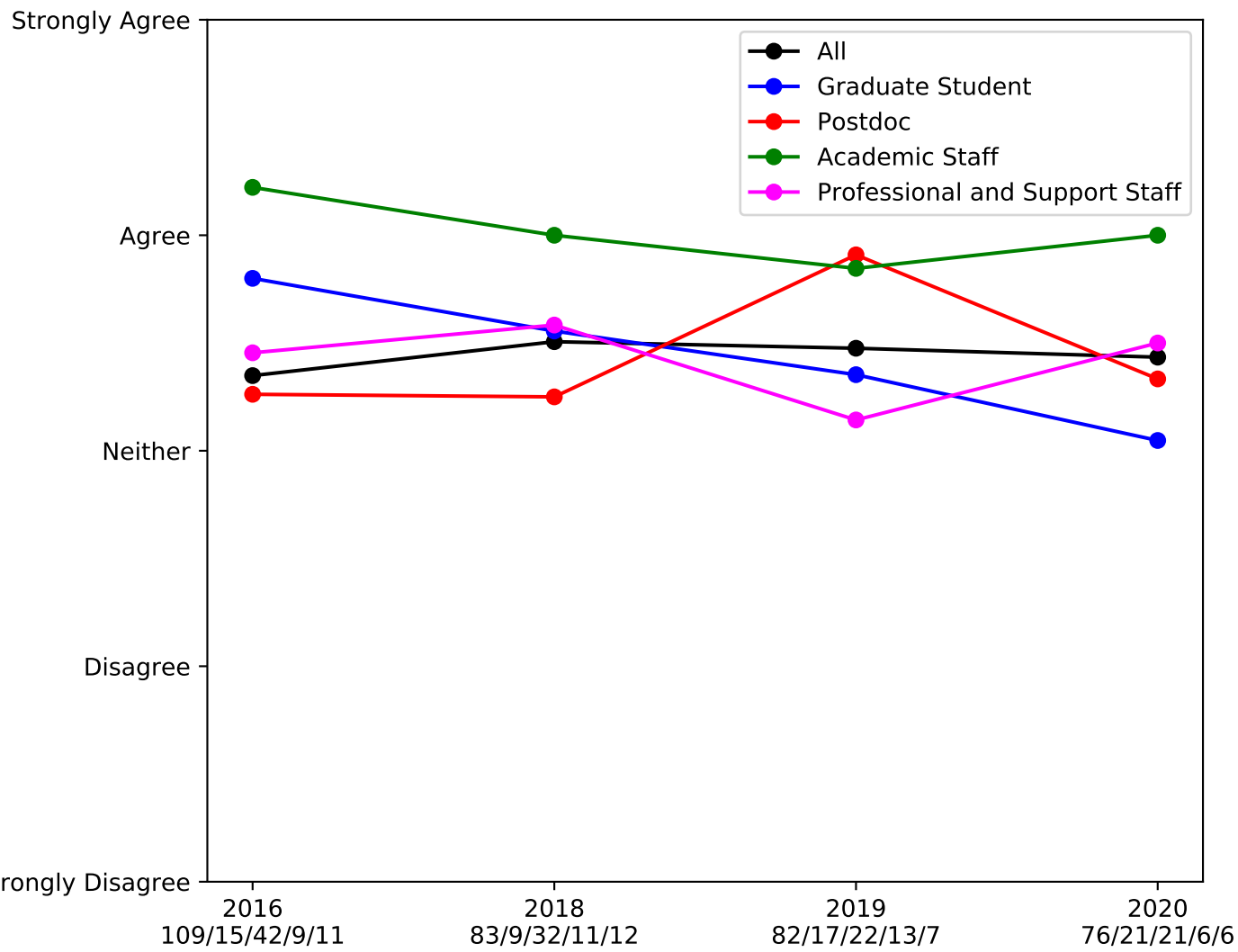
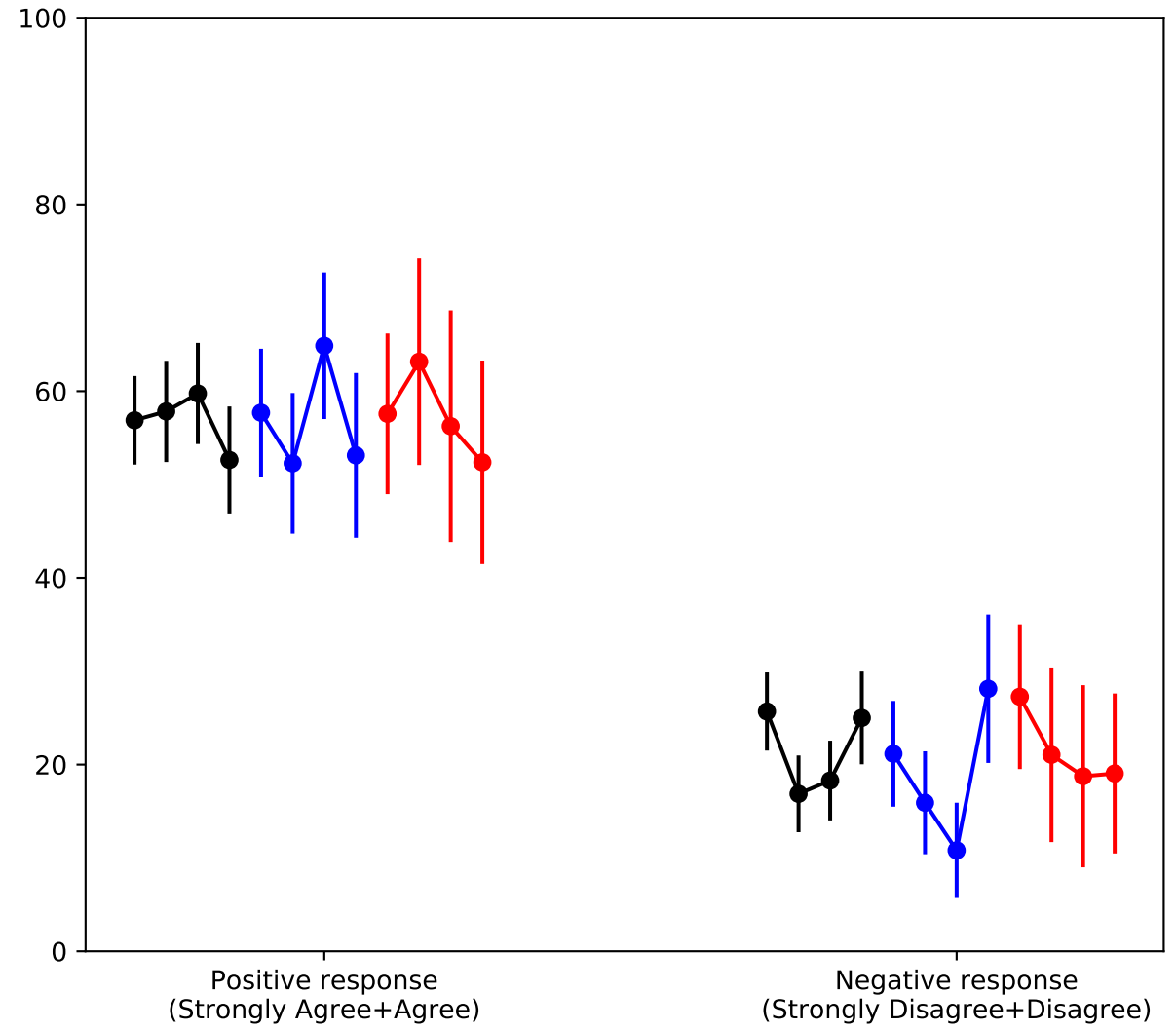
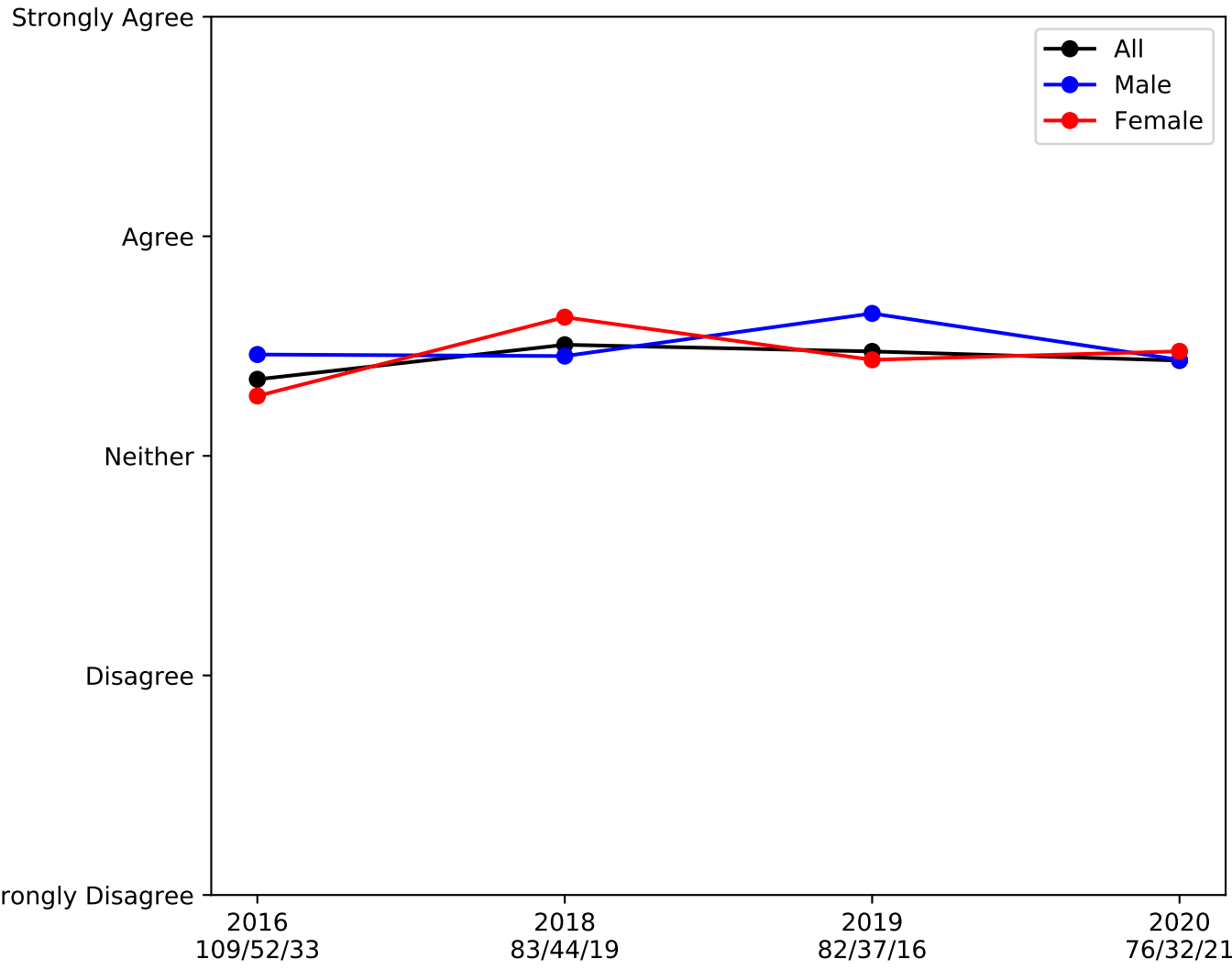
My probation was well managed



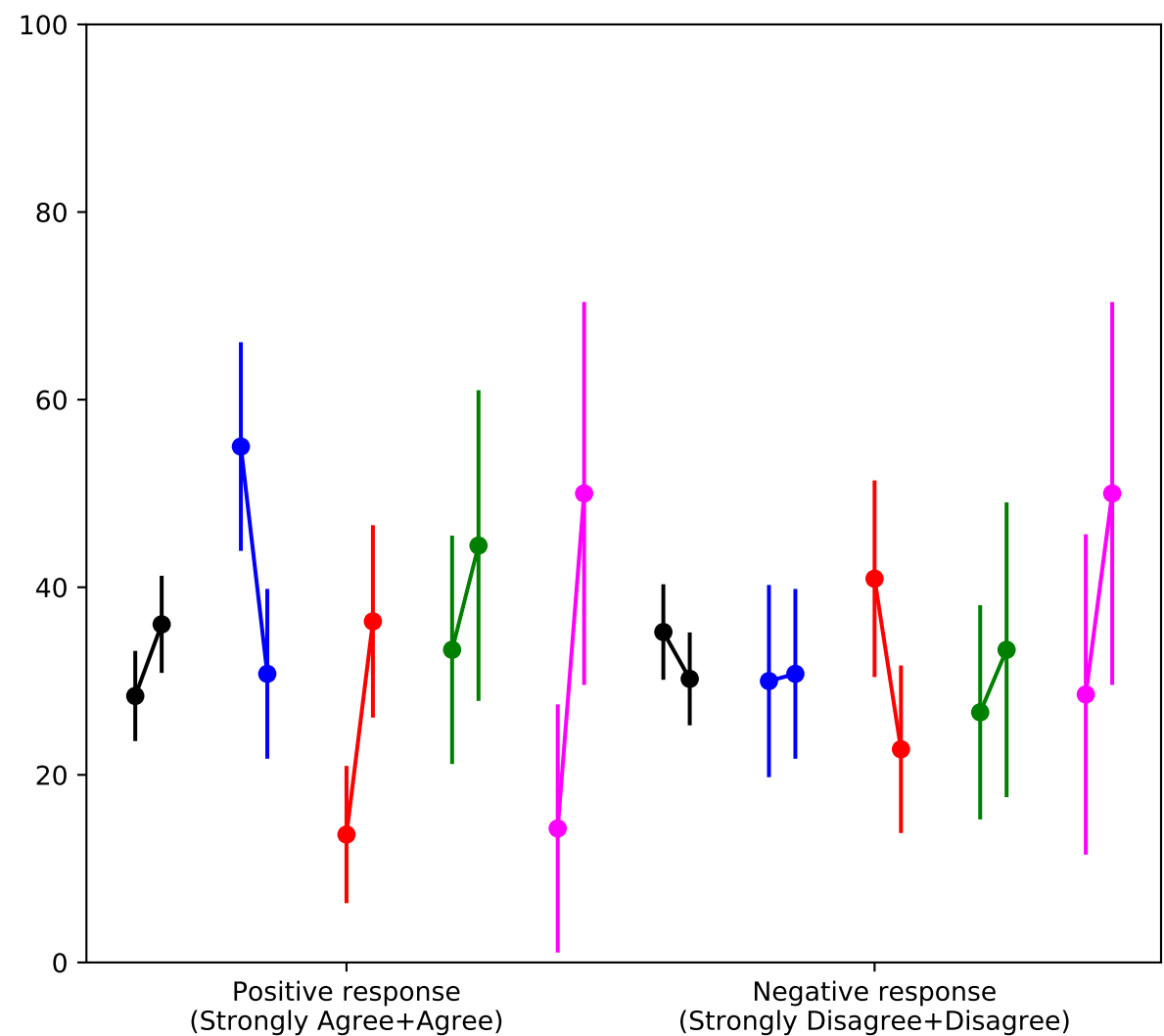
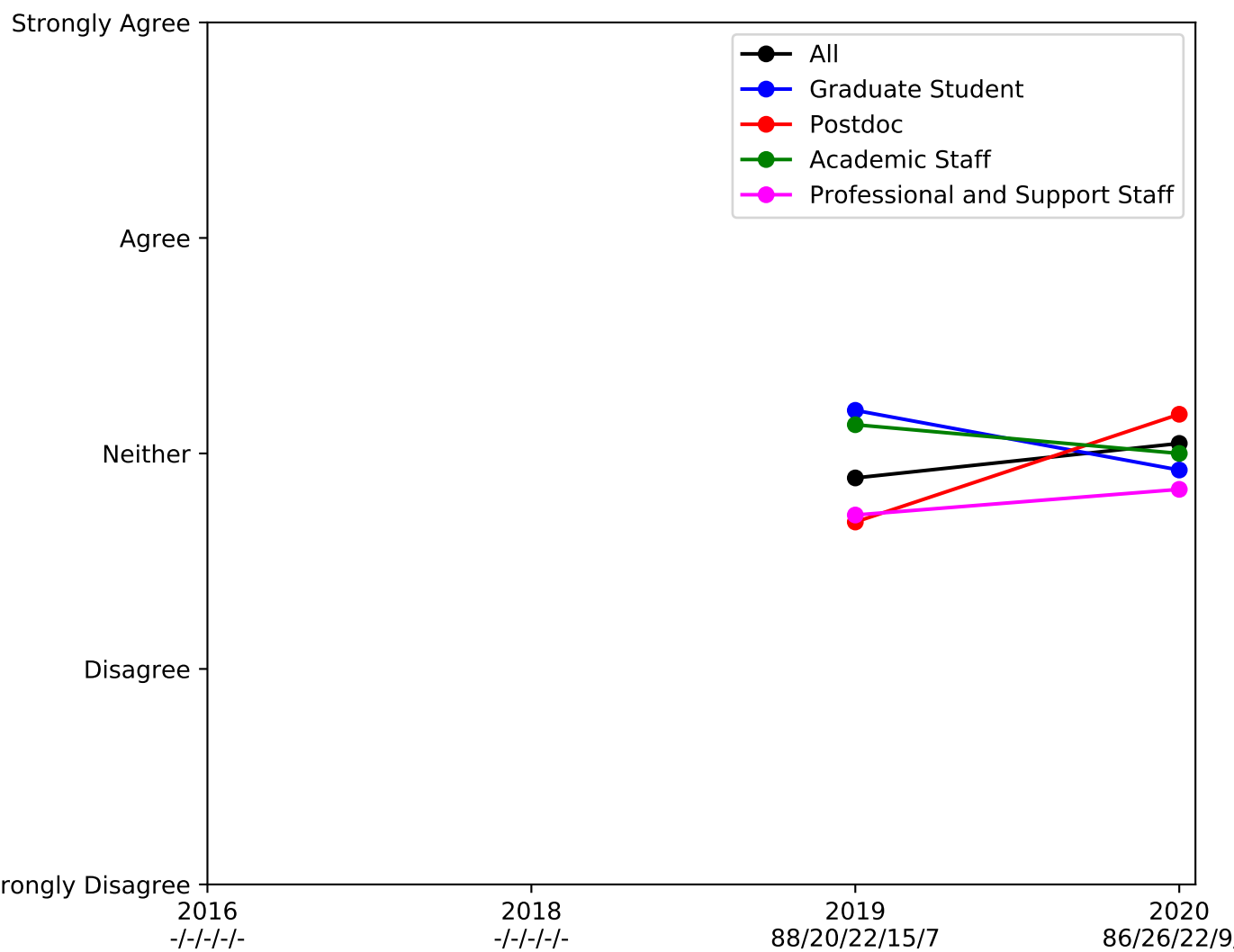
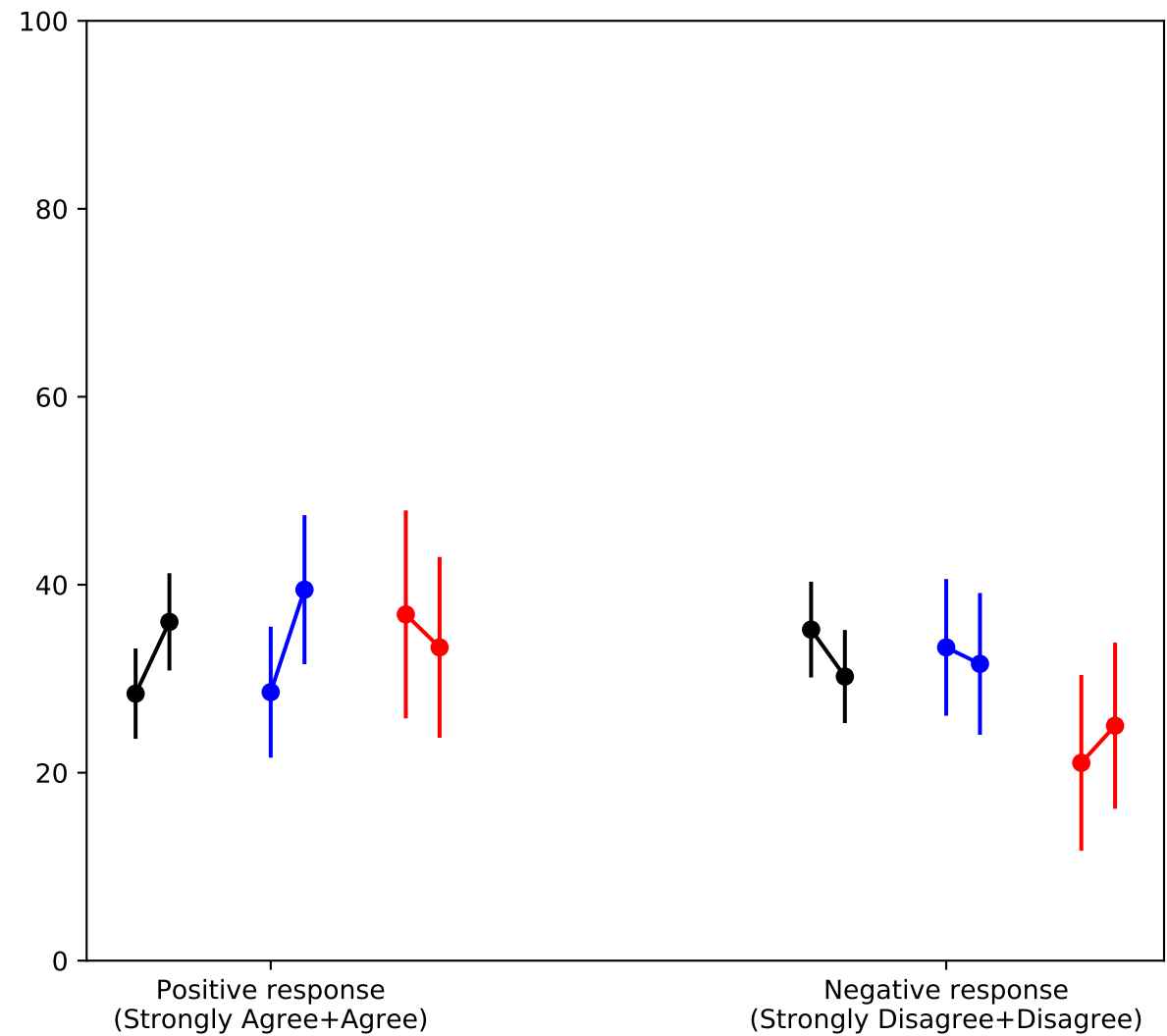
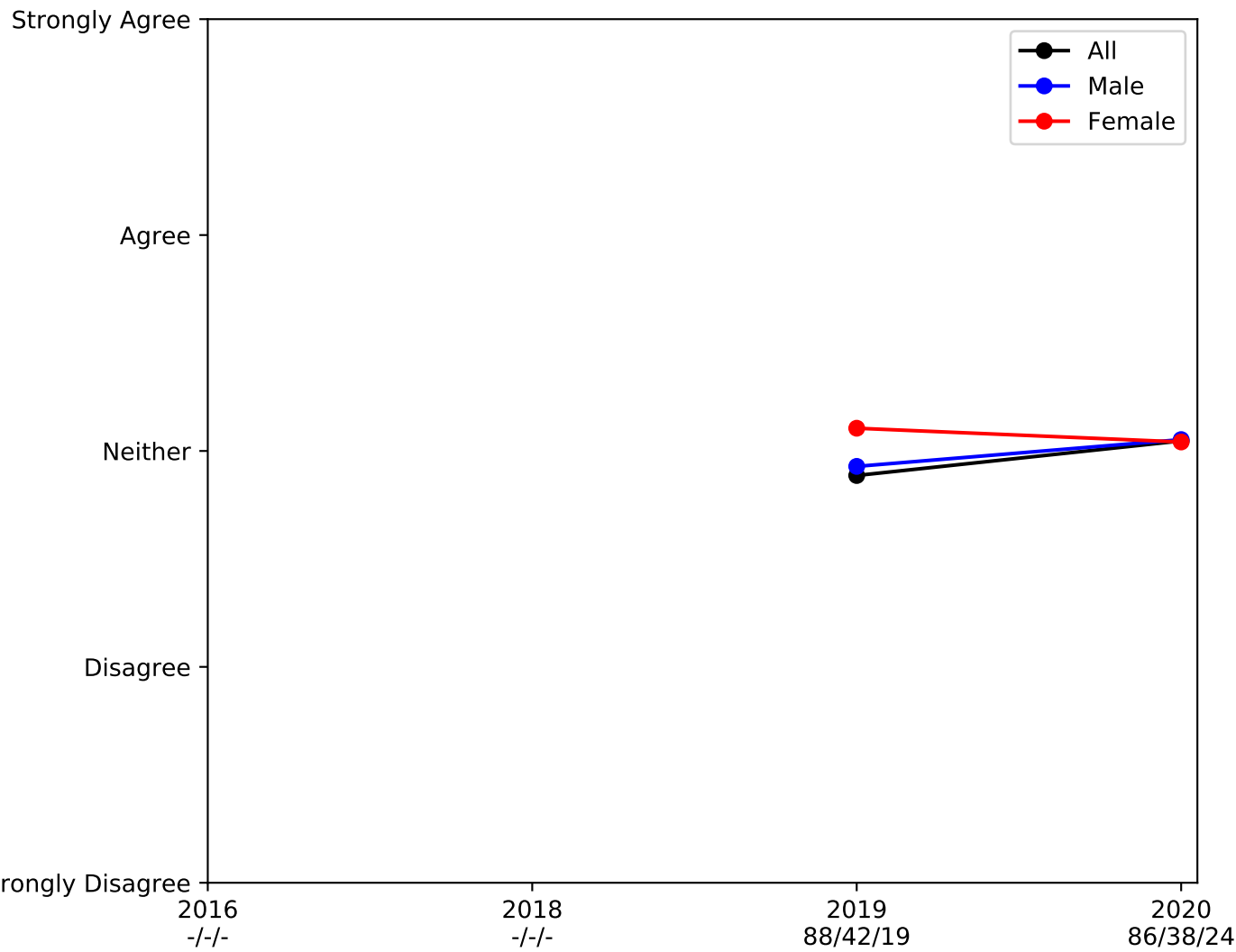
Considering my duties and responsibilities, I think my pay is fair



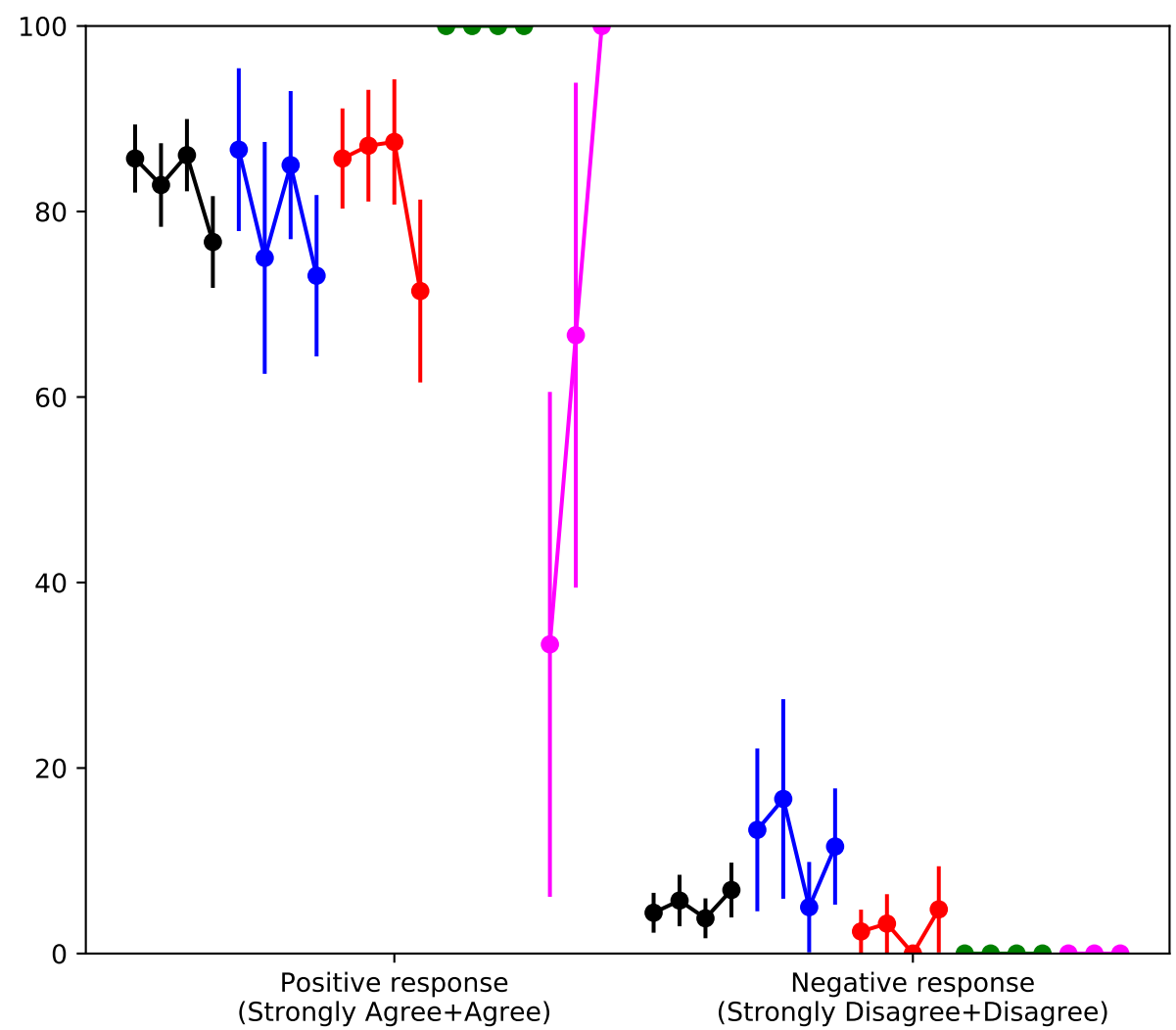
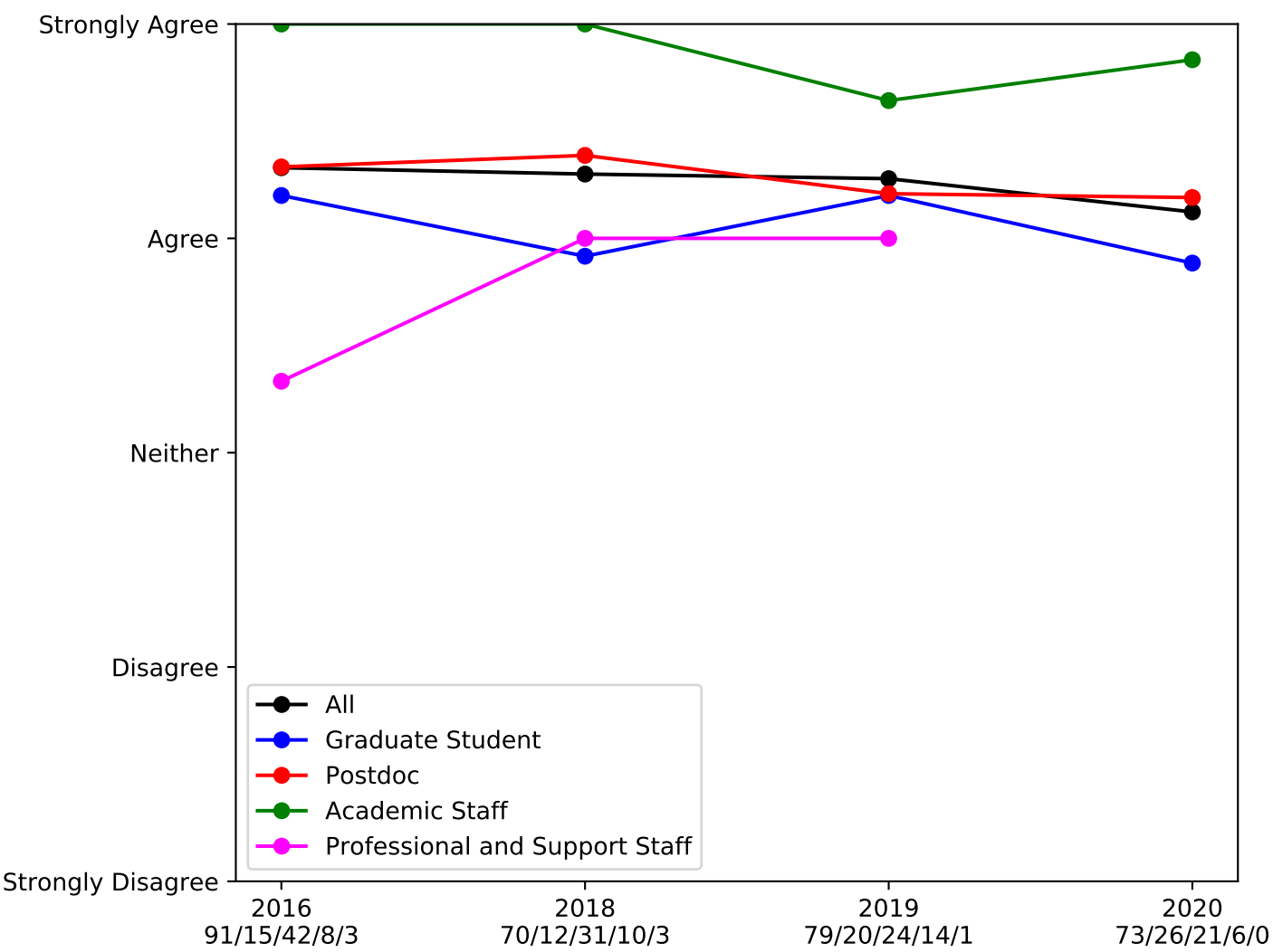
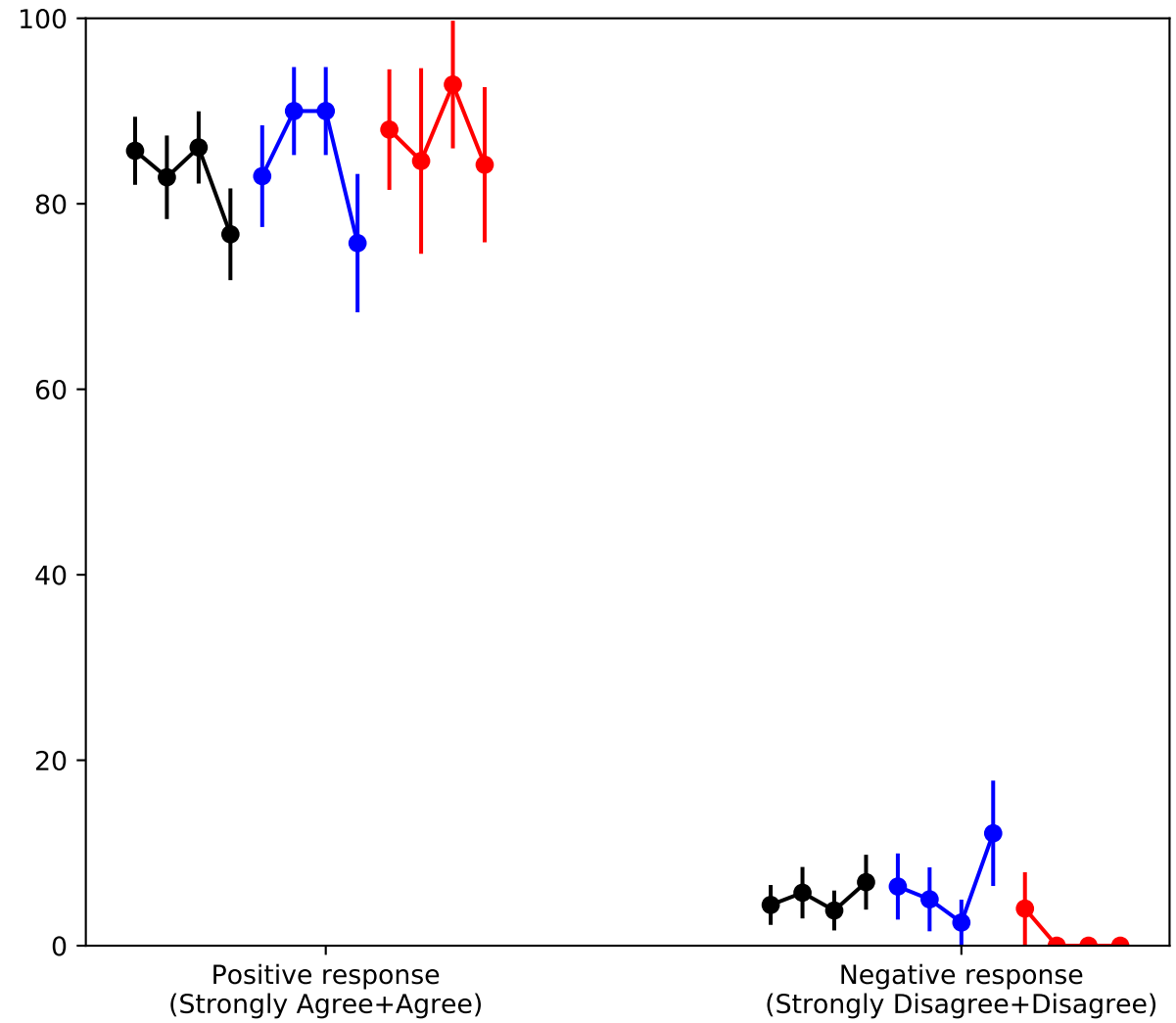
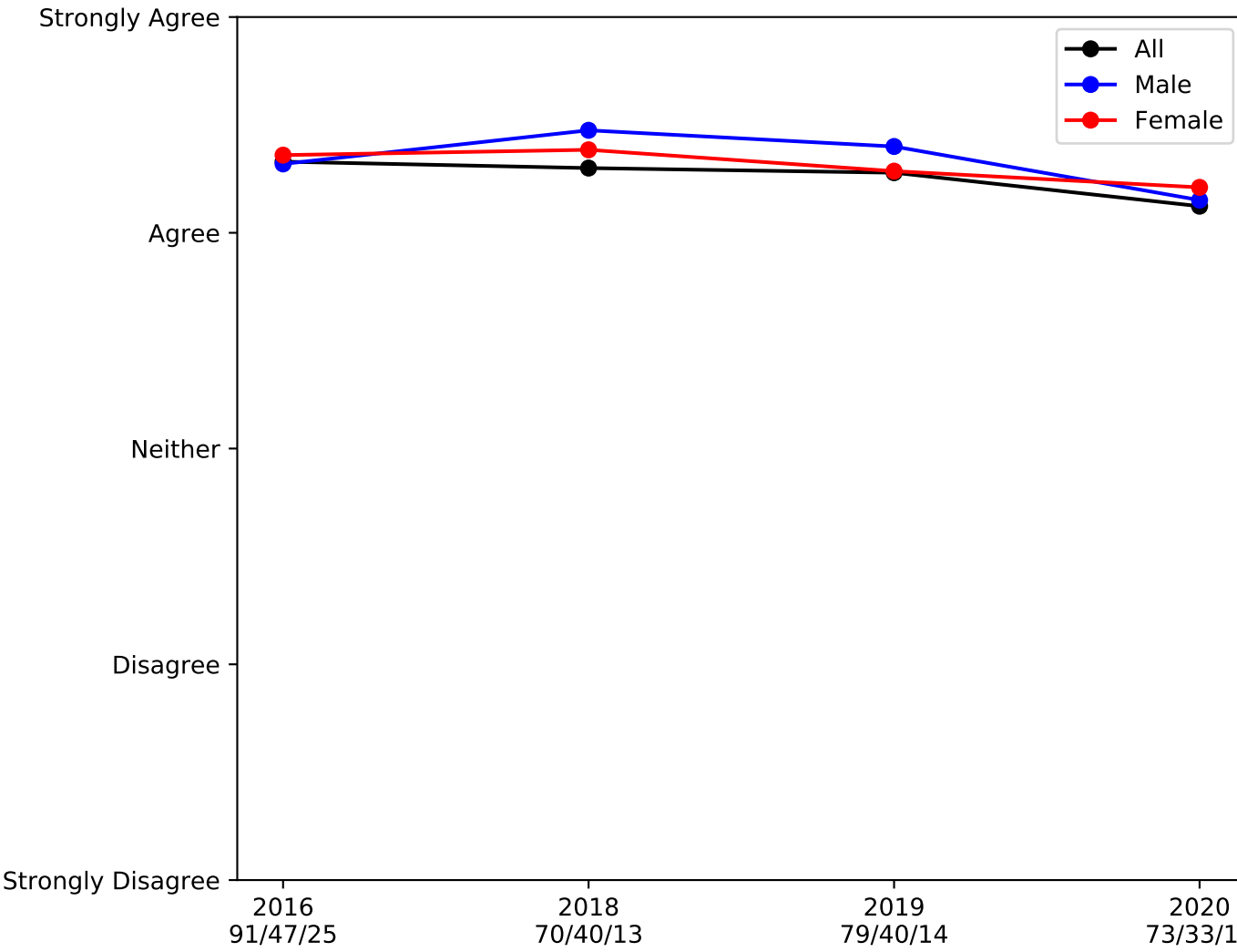
I understand how my pay is determined



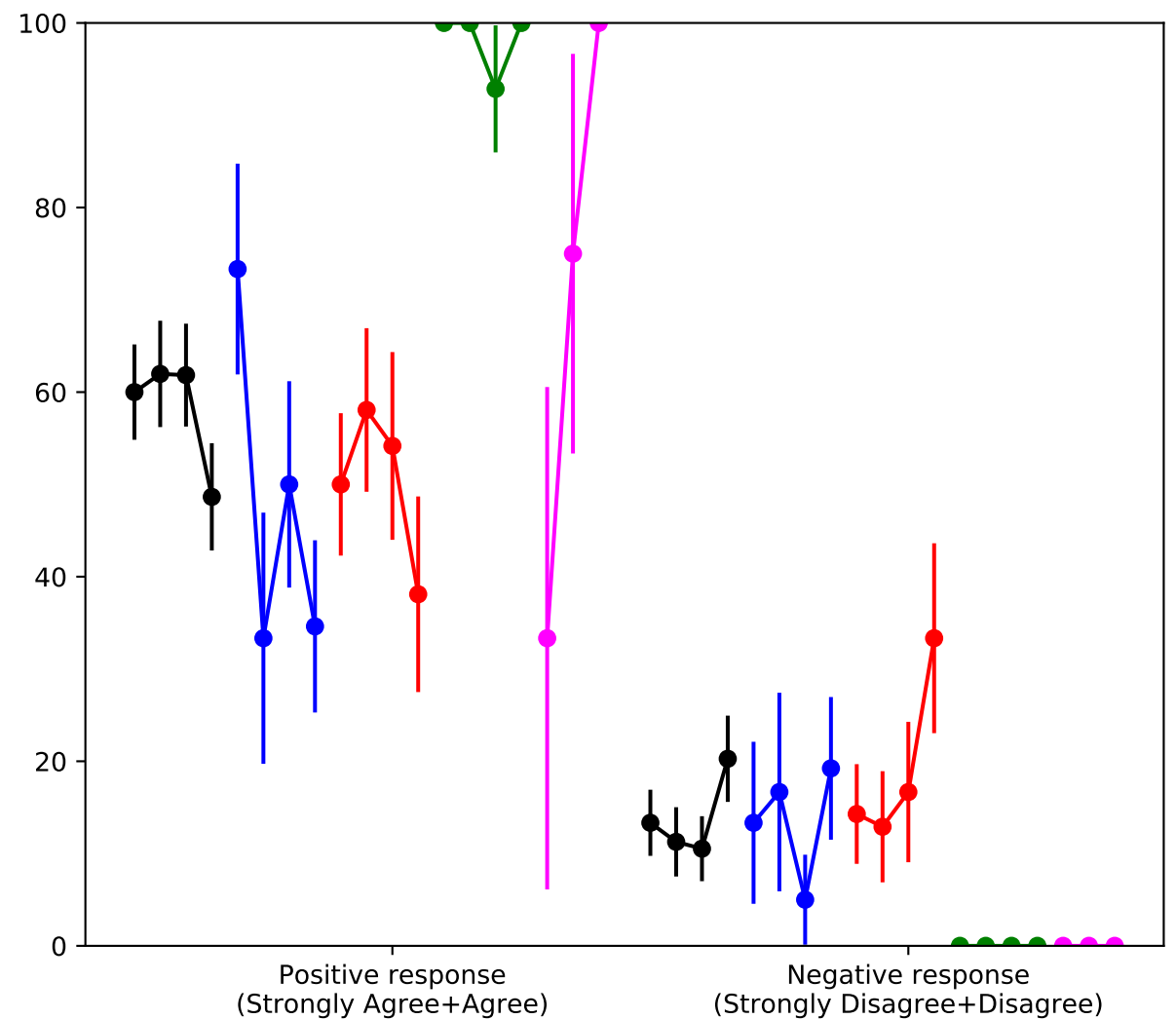
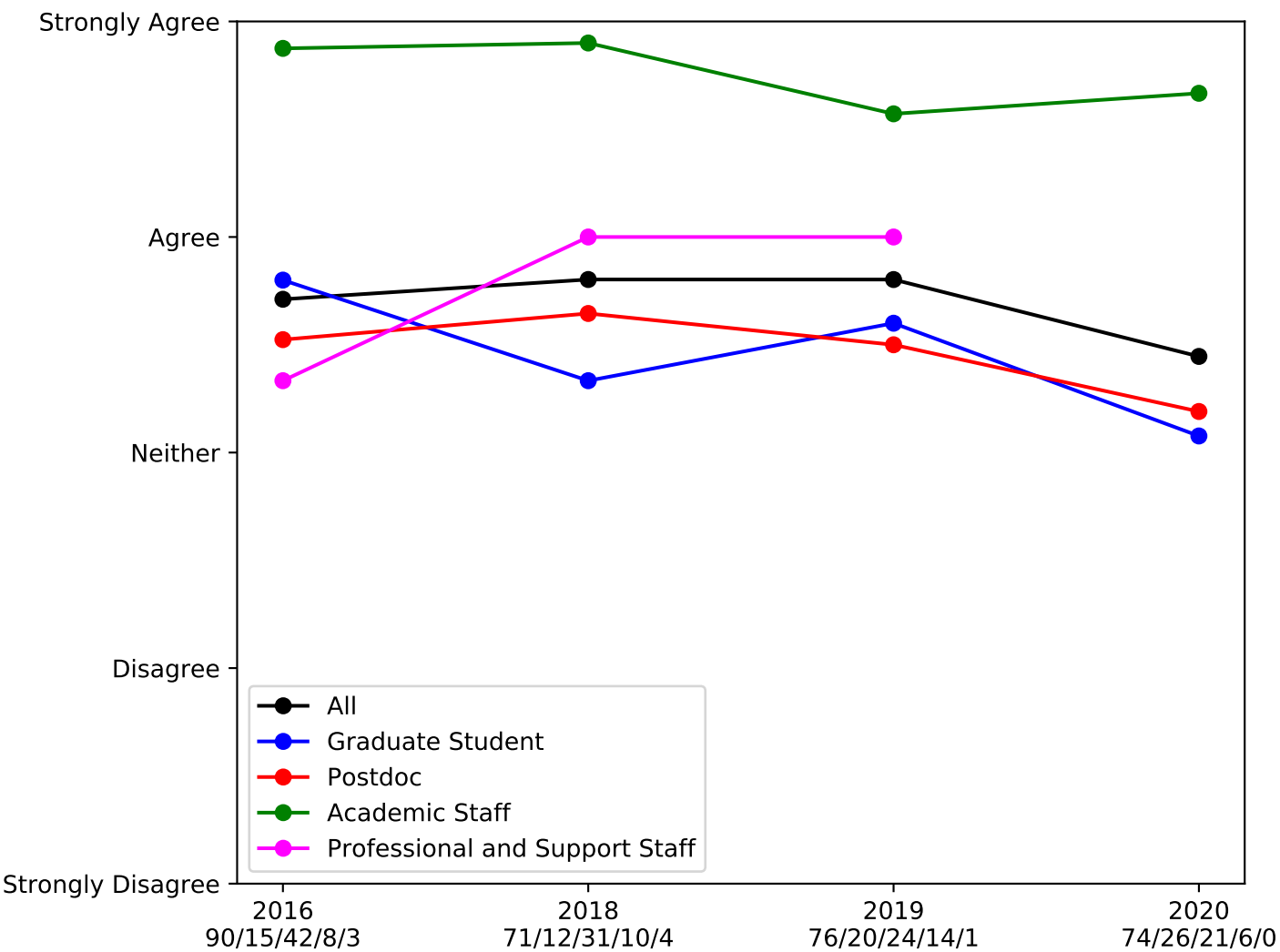
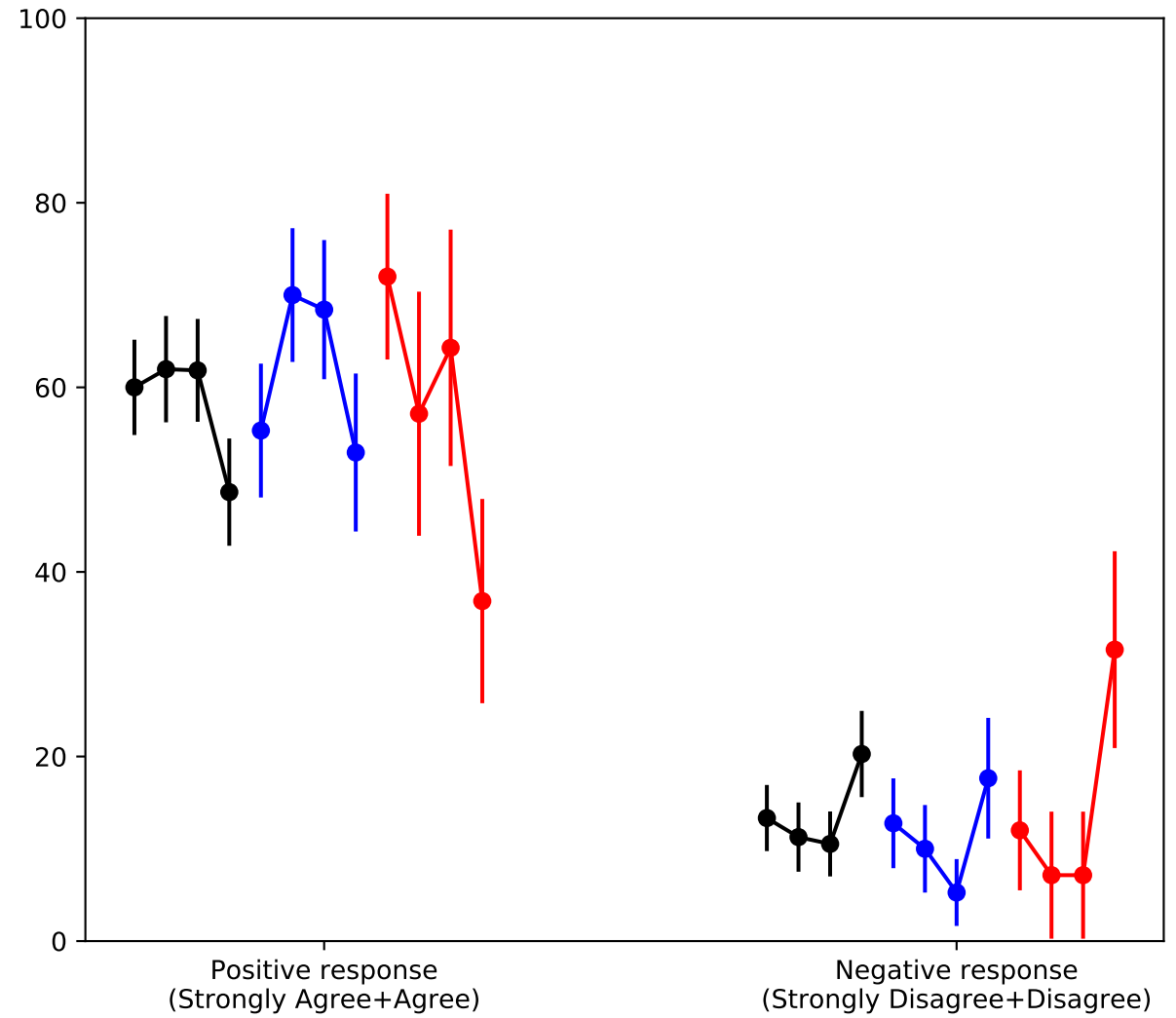
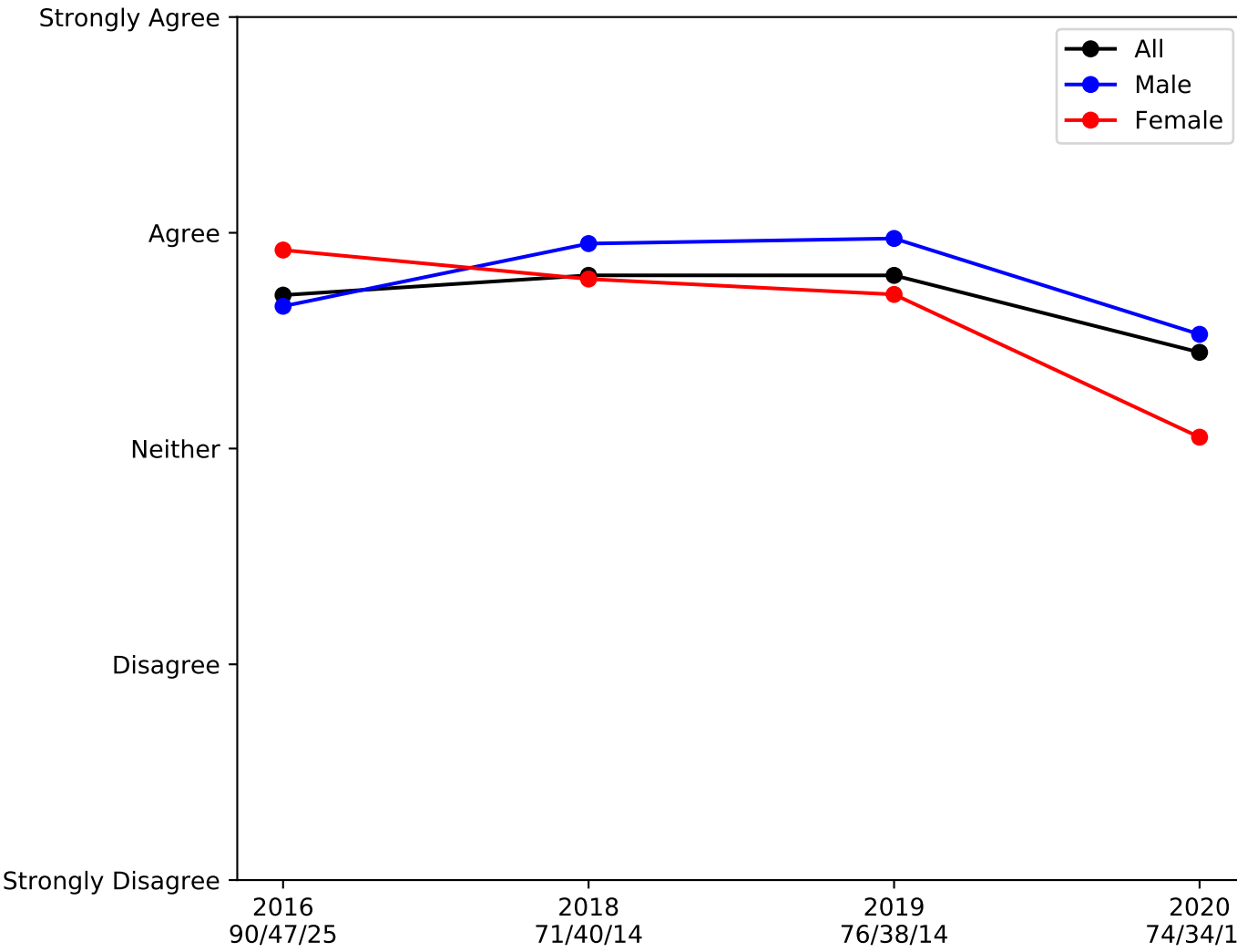
I understand the vision and direction of travel of the Institute



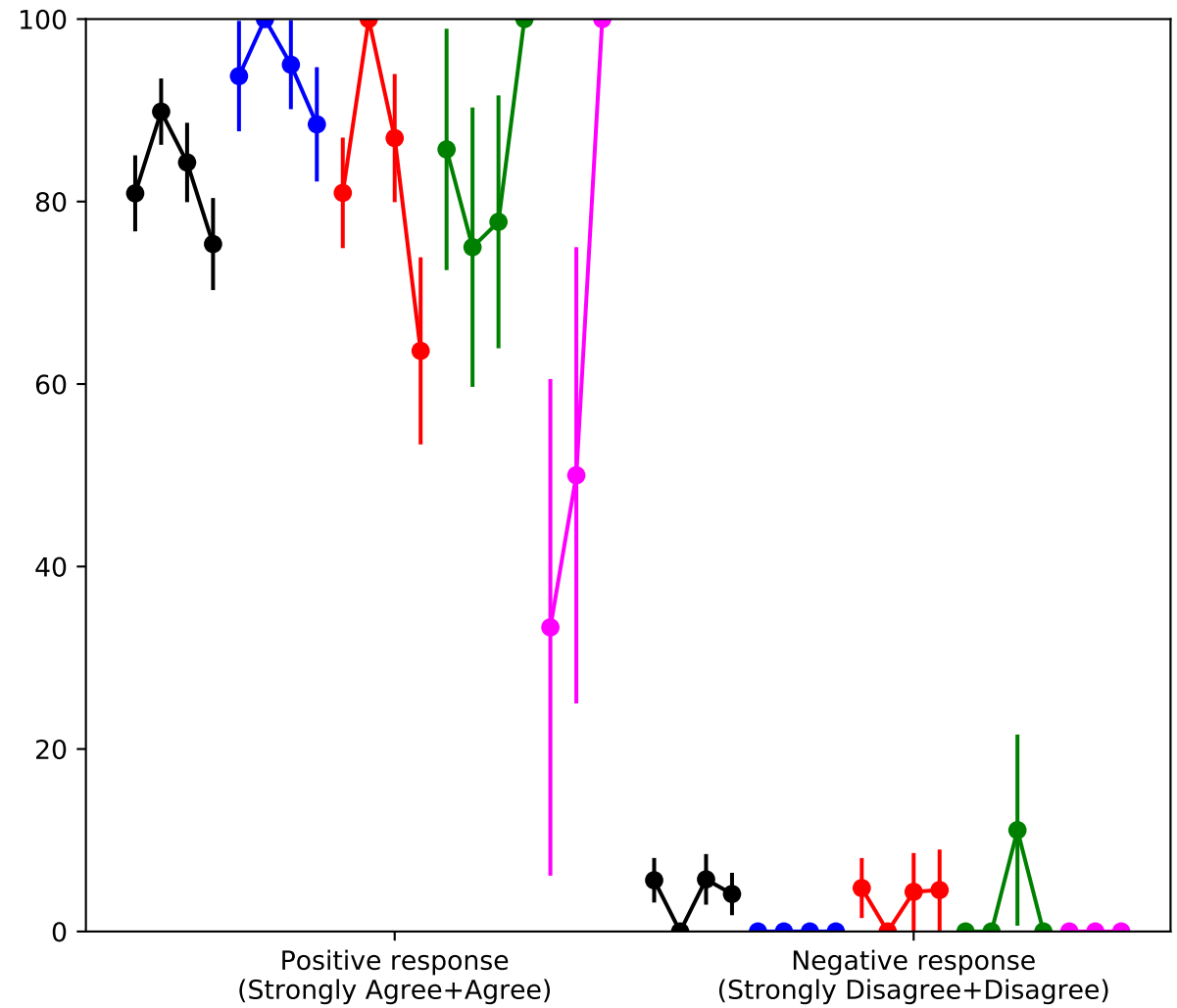
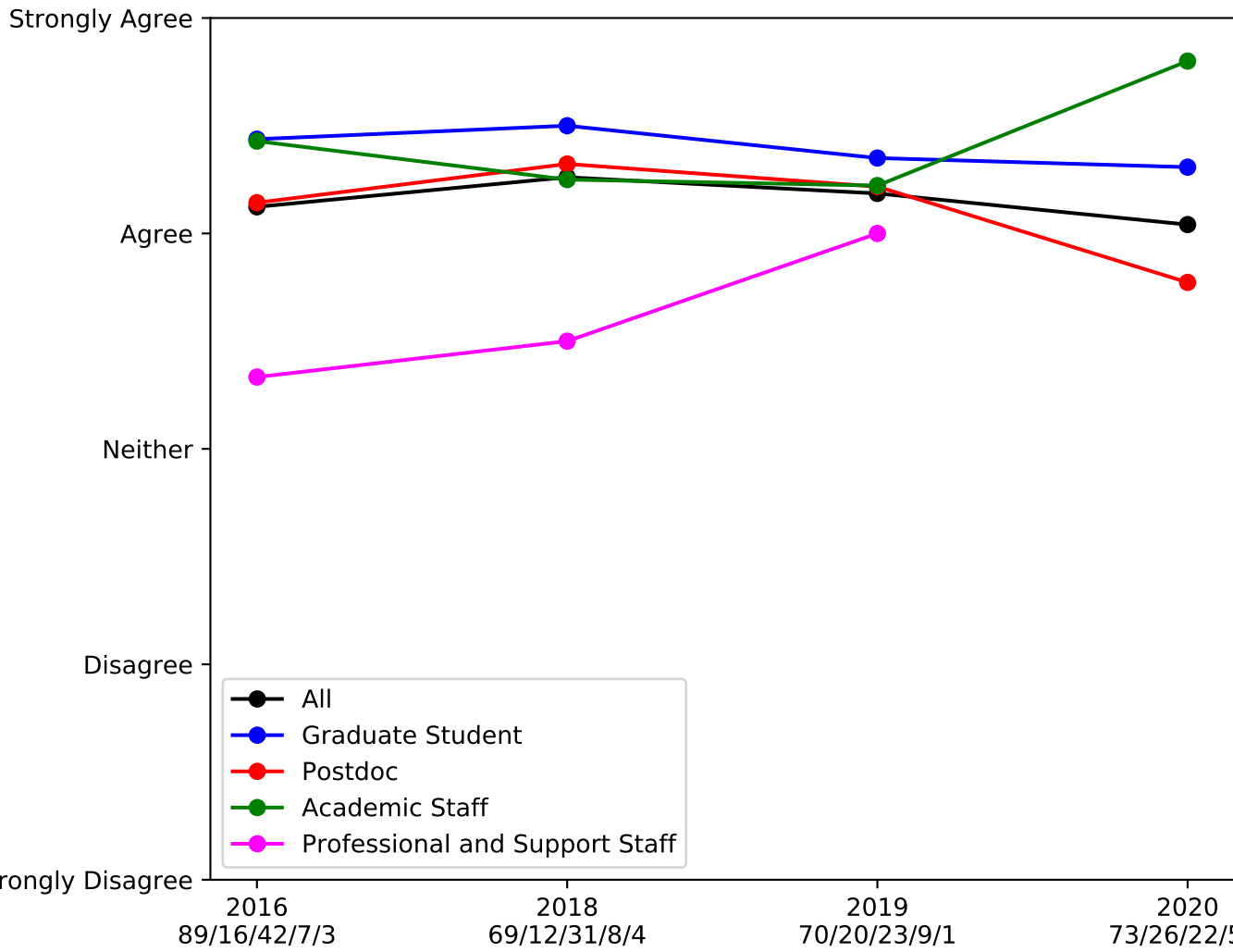
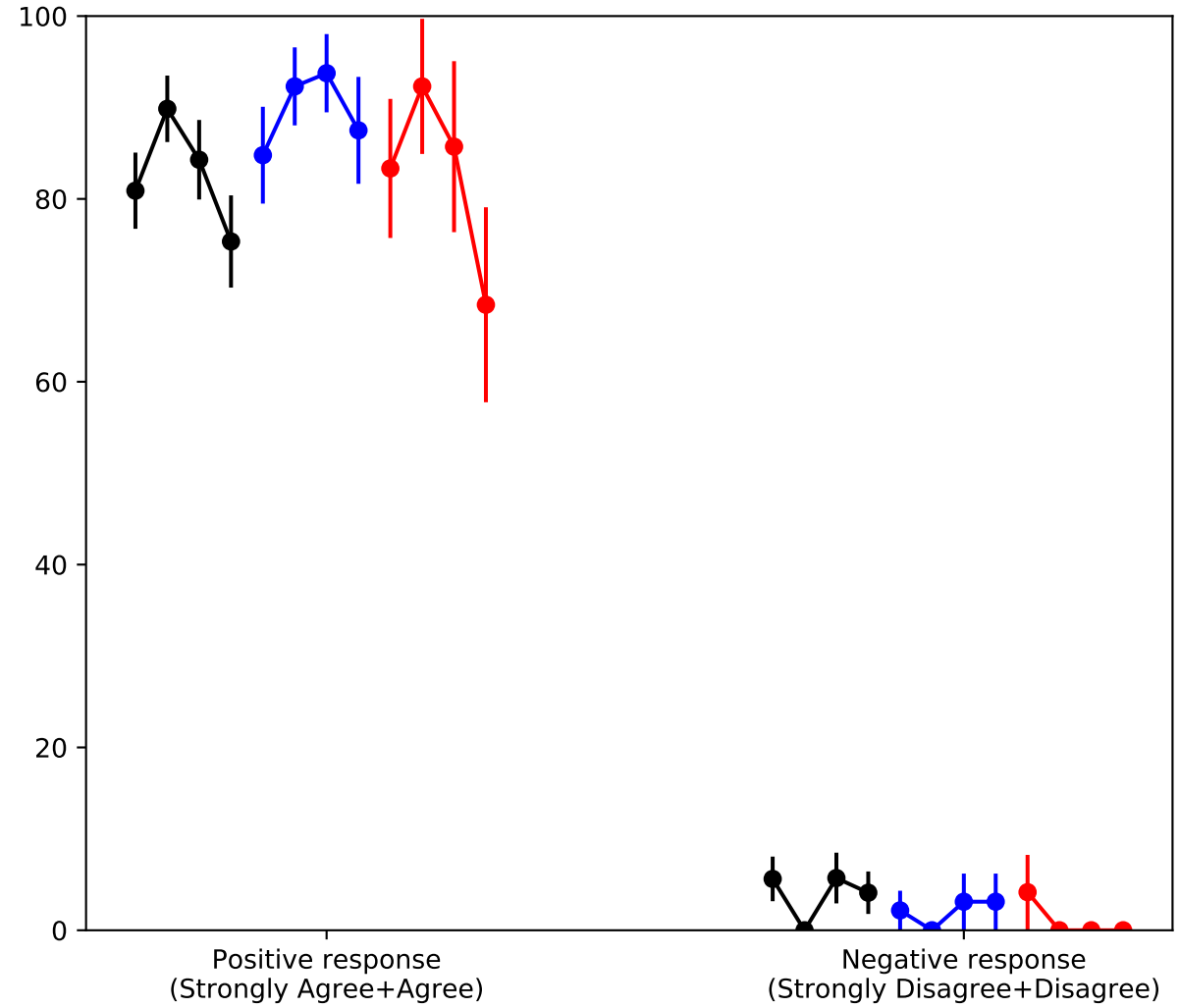
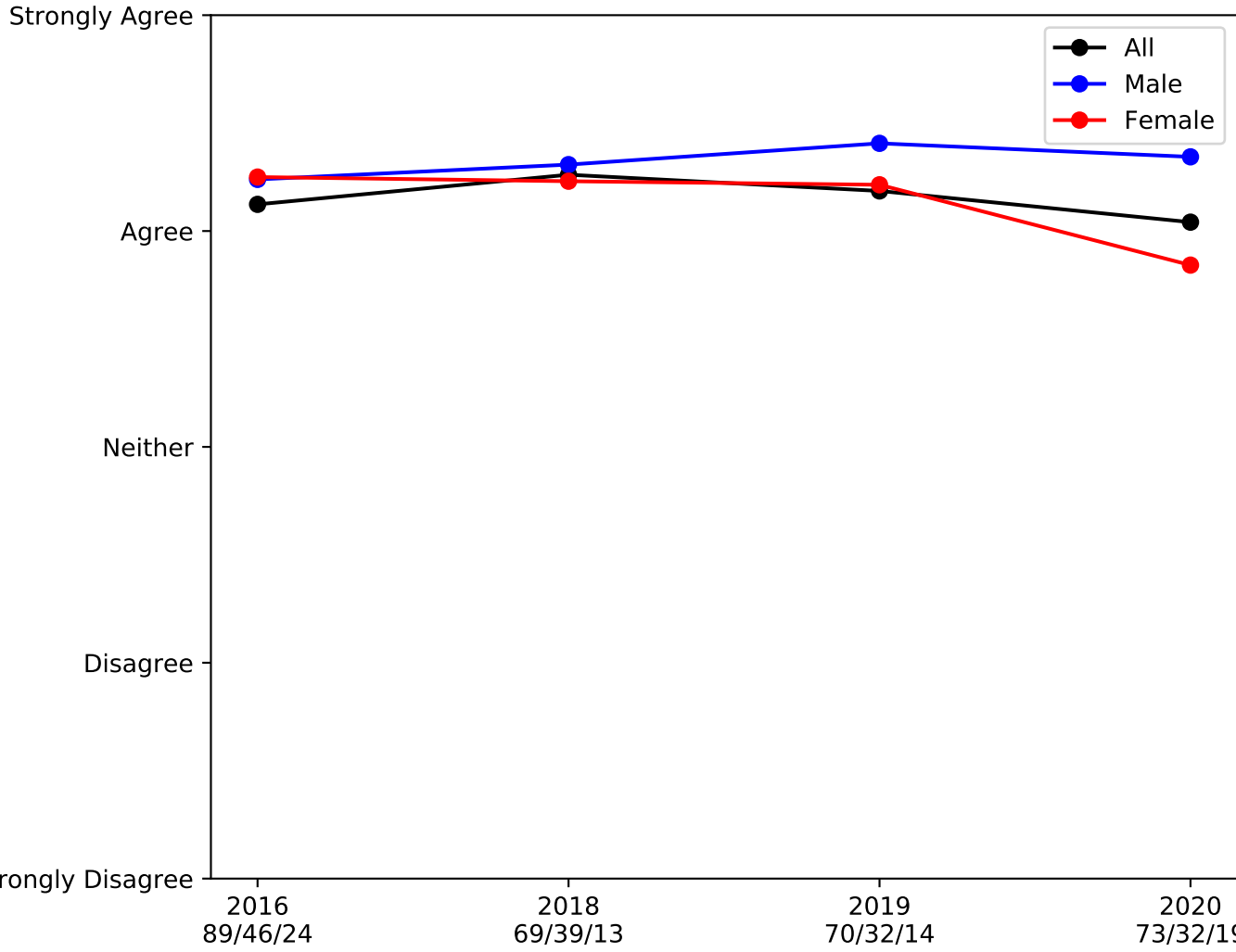
I would like to be working in astronomy in five years time (researchers and academic staff only)



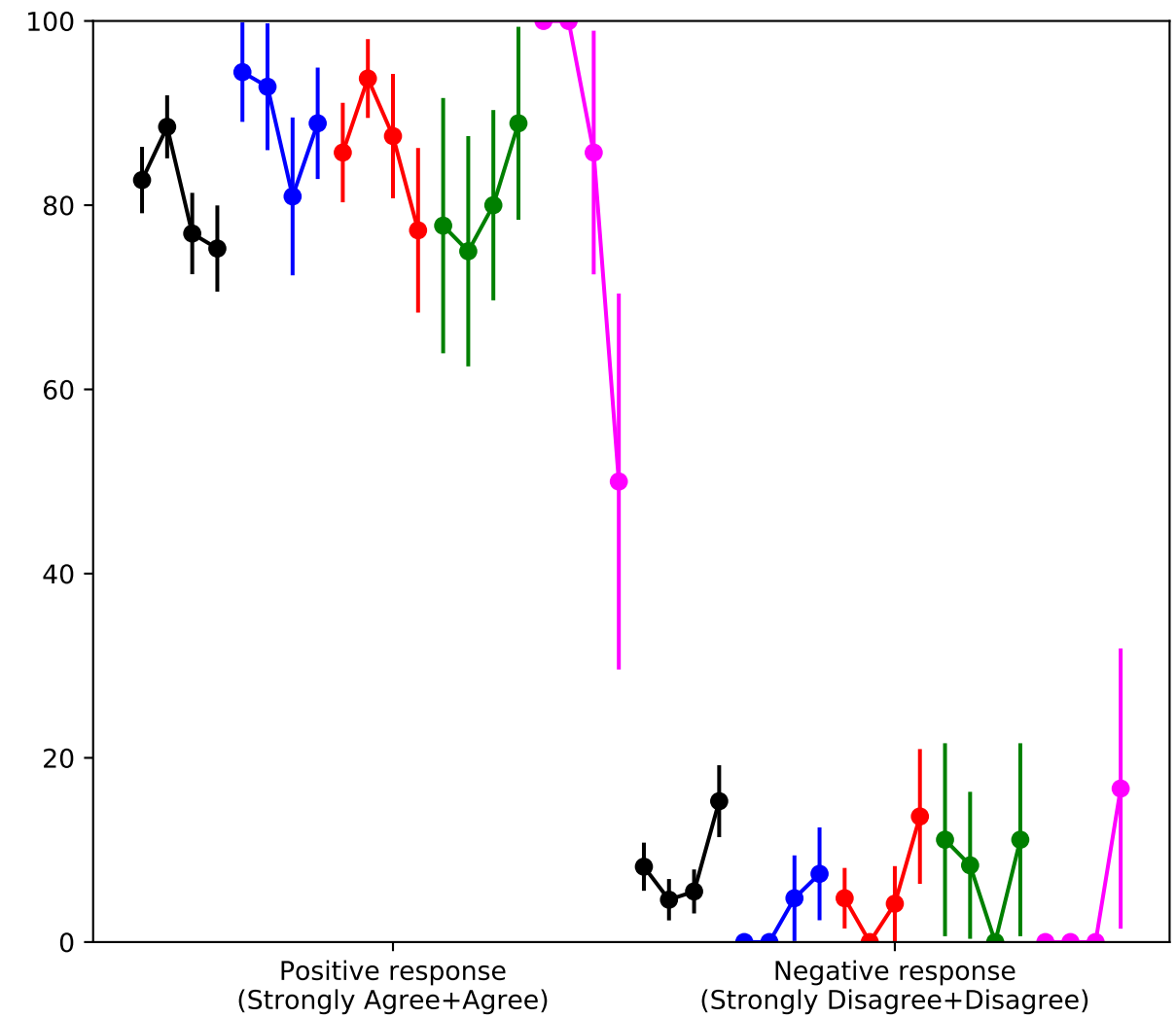
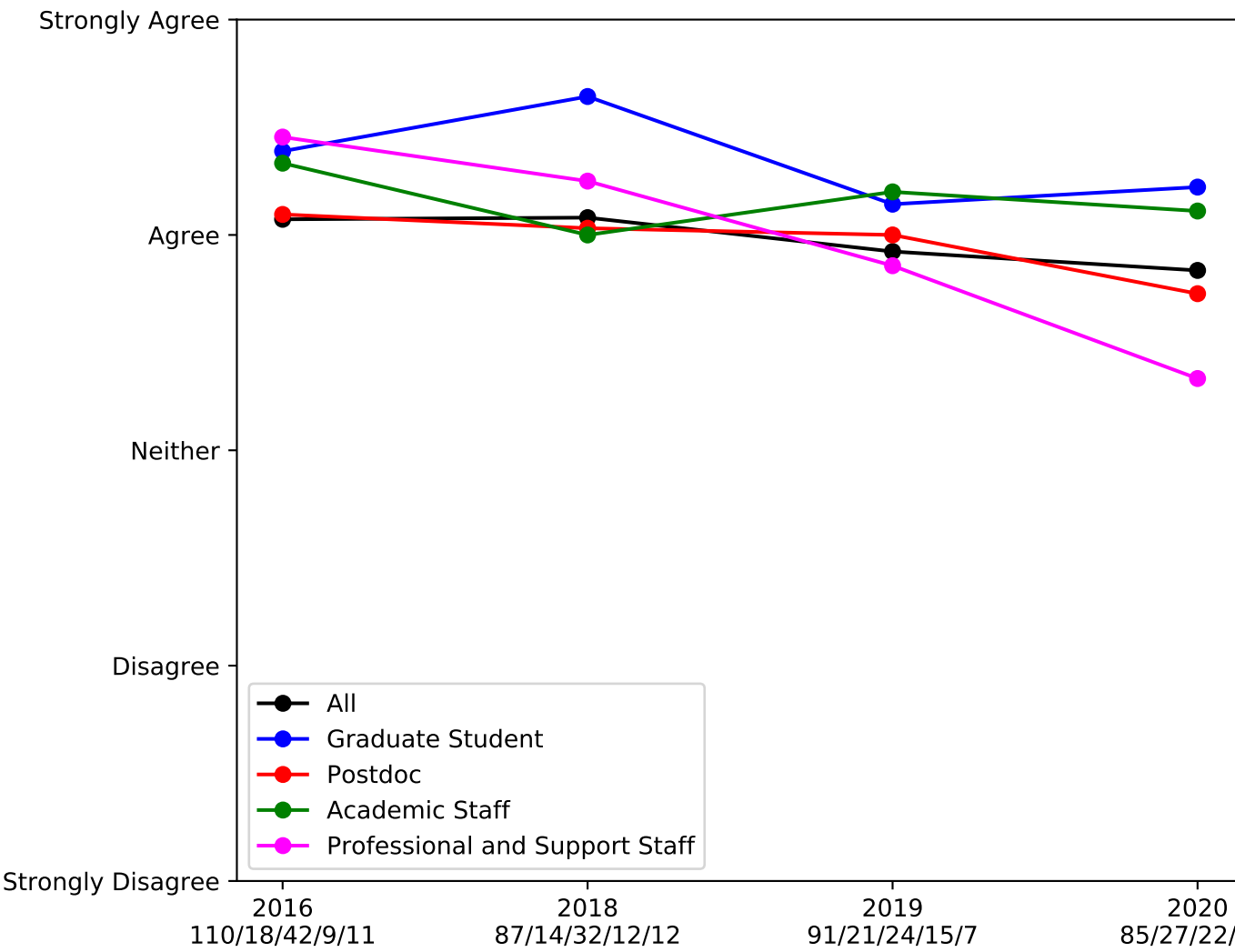
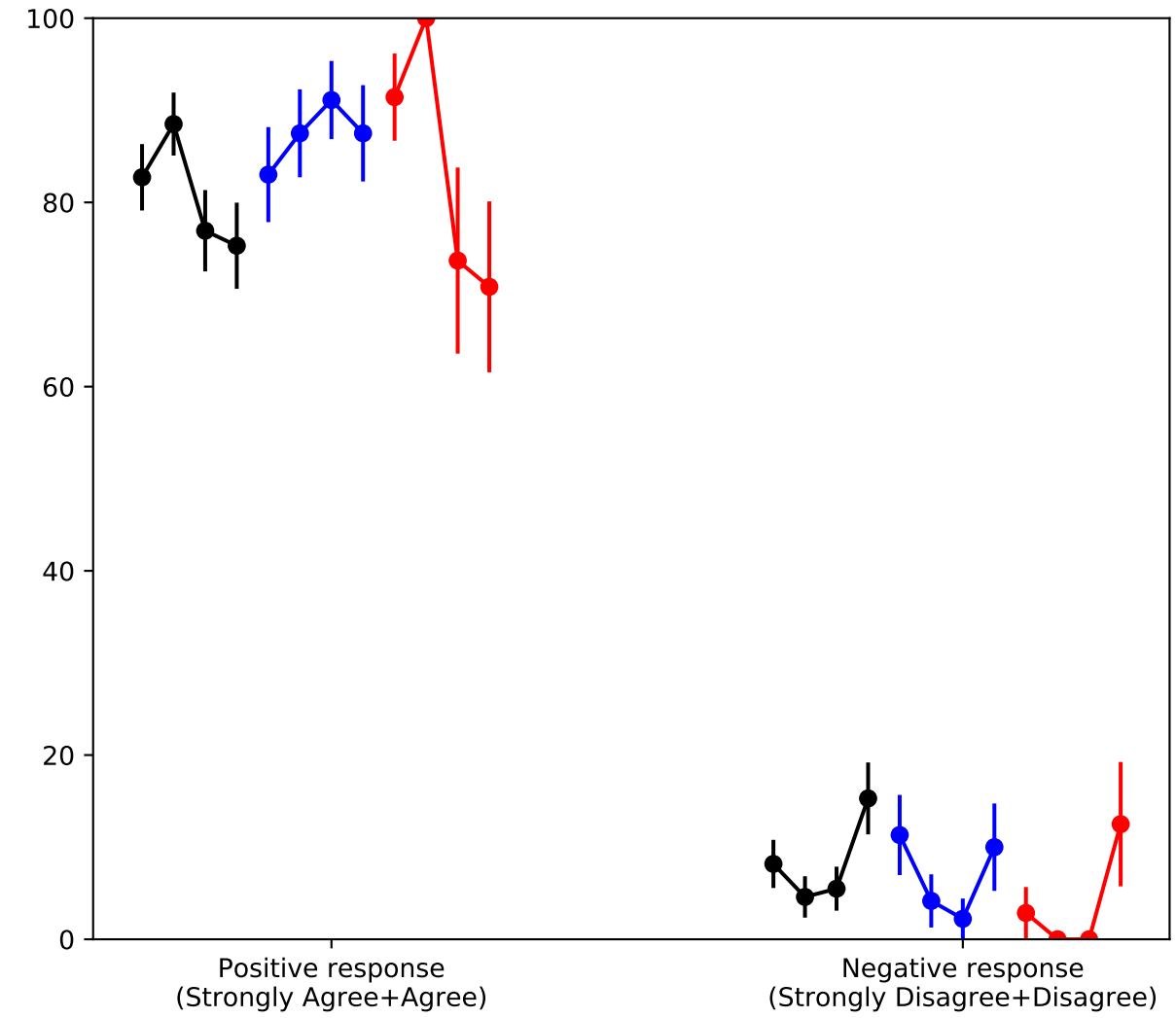
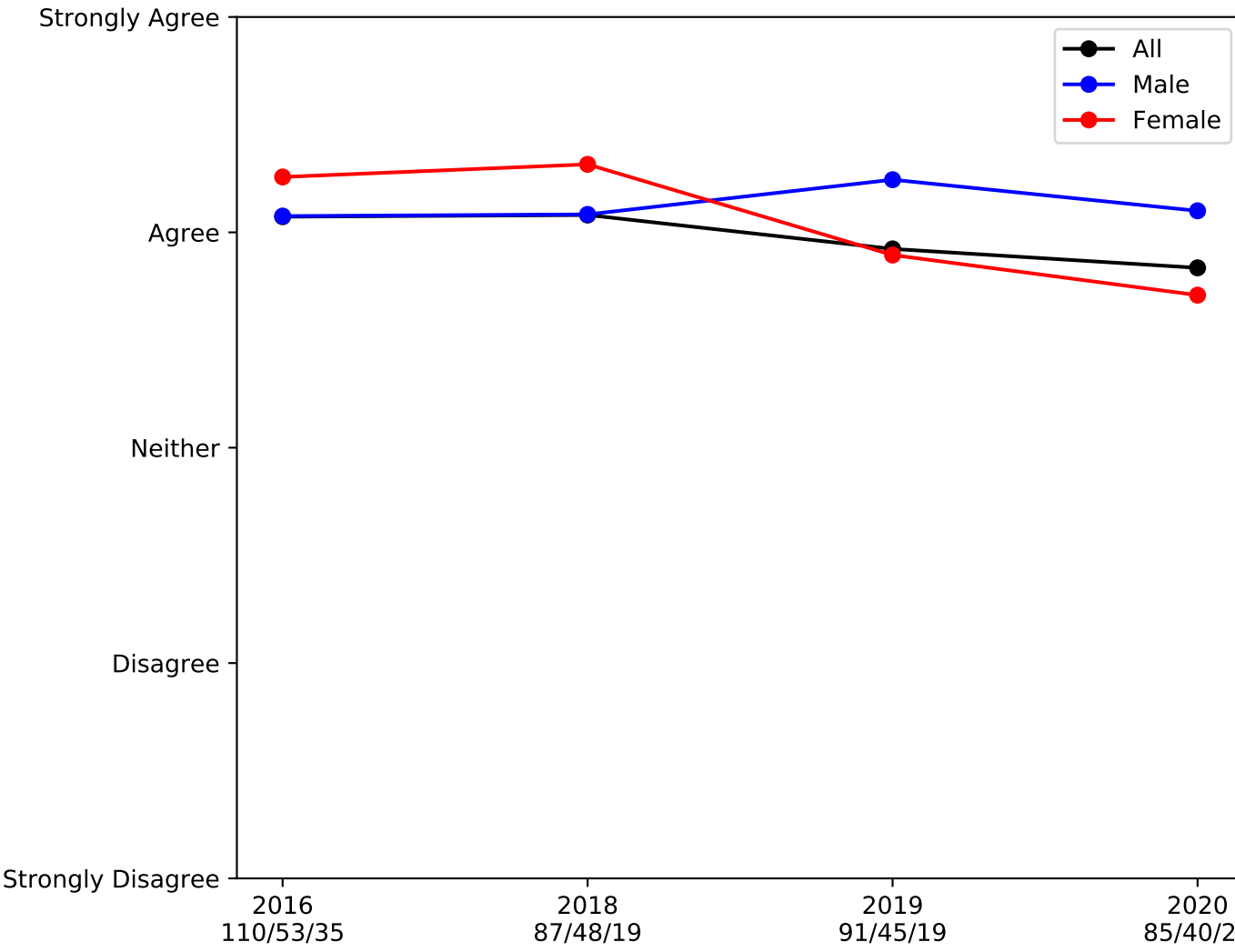
I expect to be working in astronomy in five years time
(researchers and academic staff only)



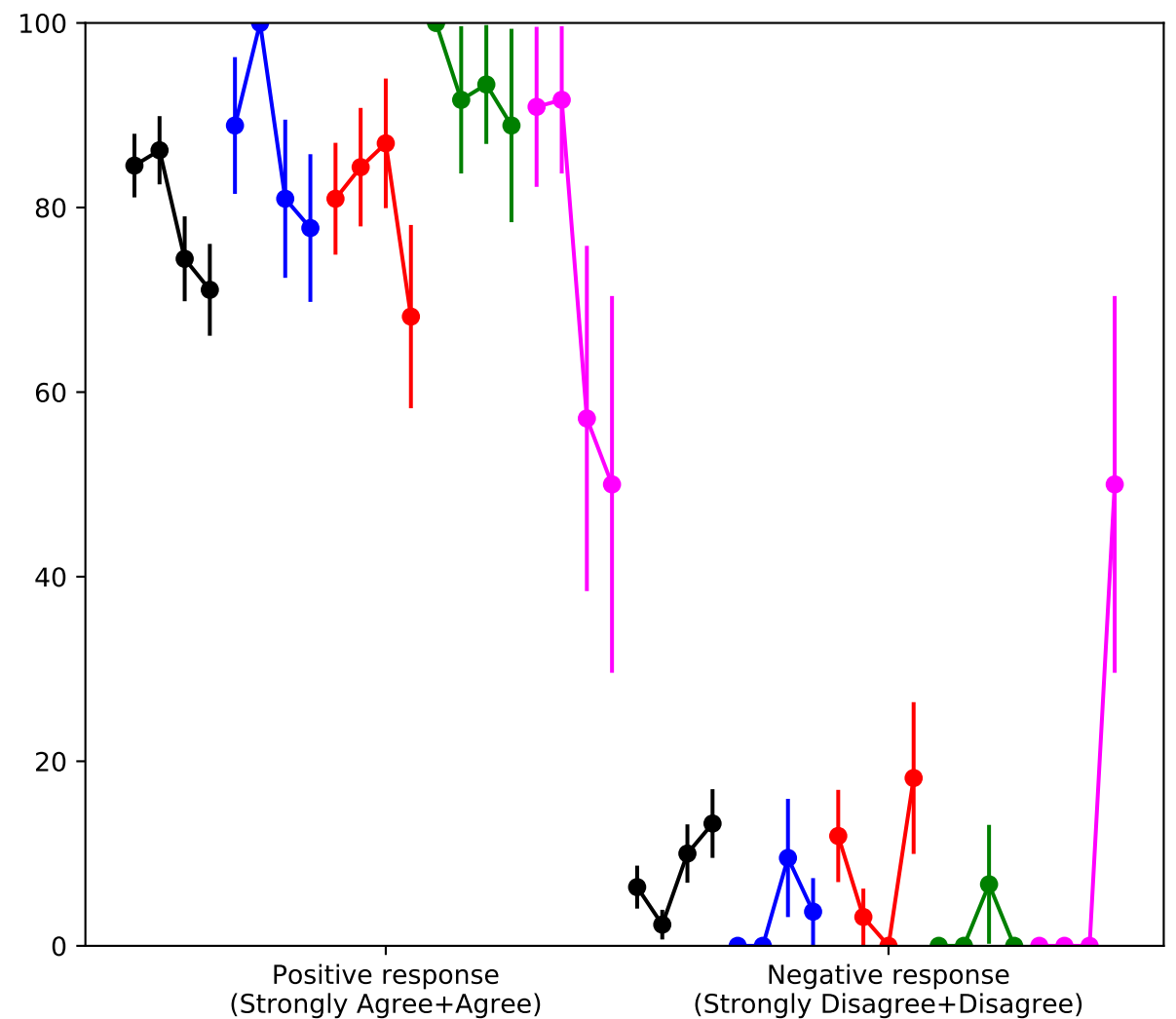
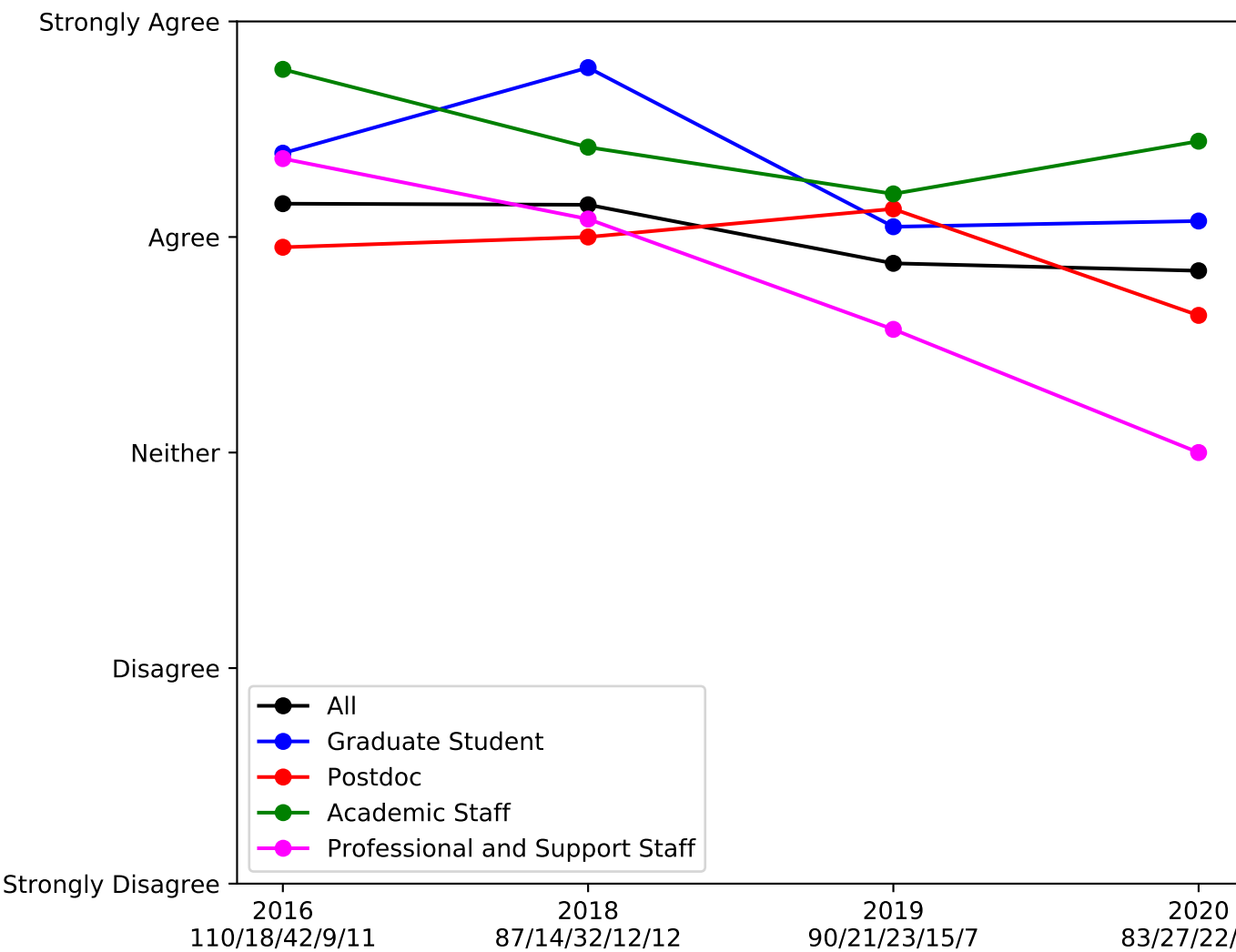
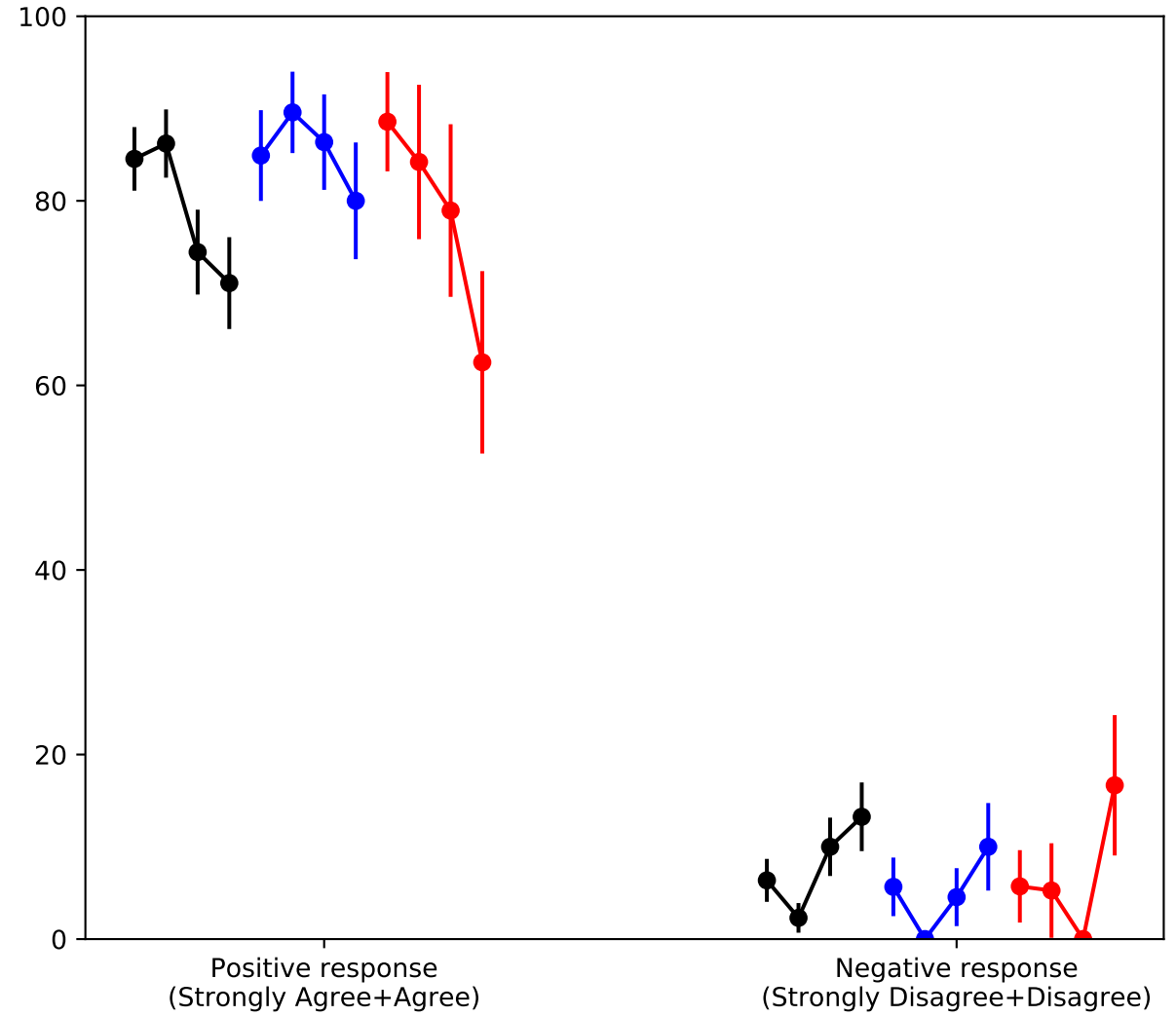
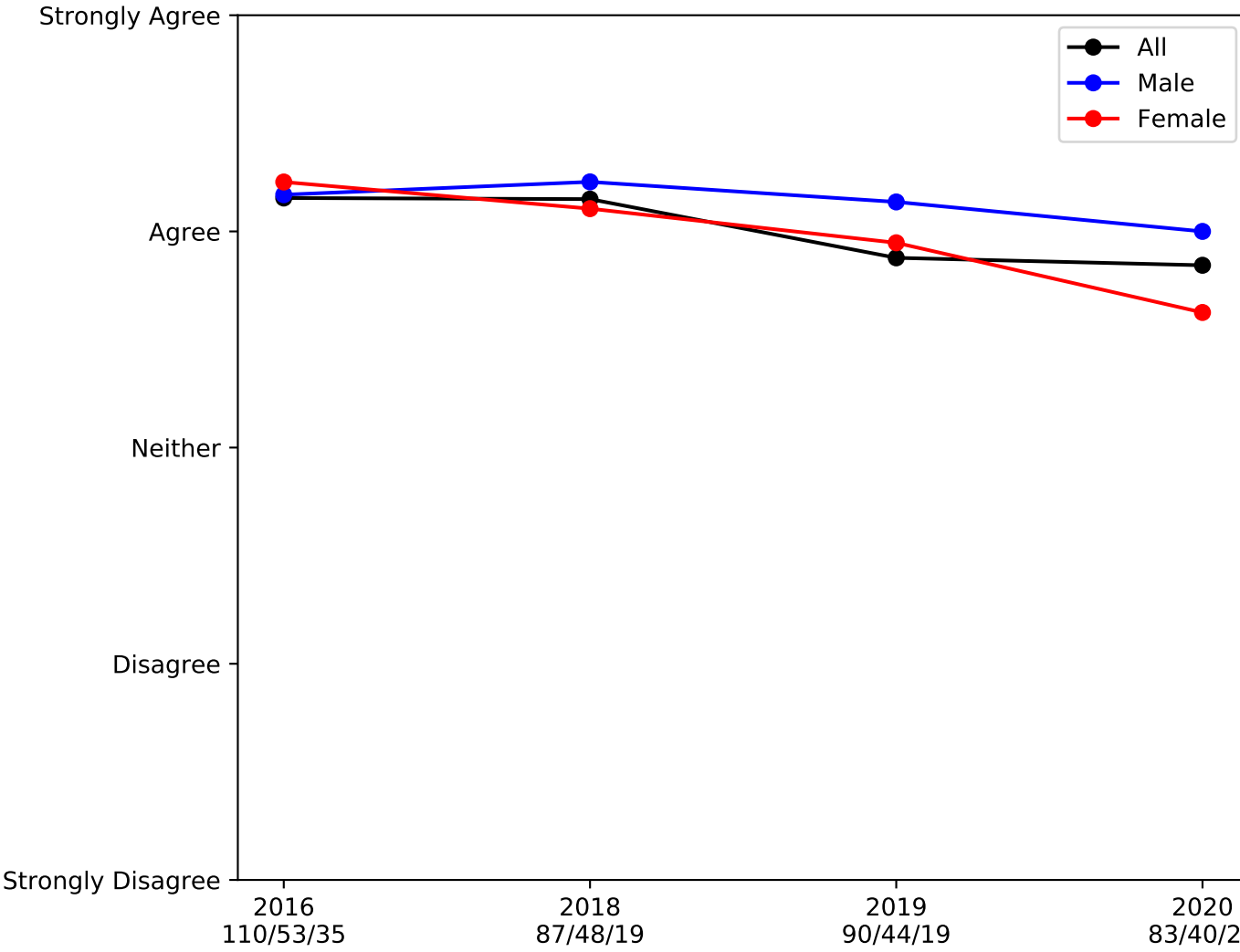
I believe that working at the IoA makes me a stronger candidate for getting a job elsewhere in the future (researchers and academic staff only)



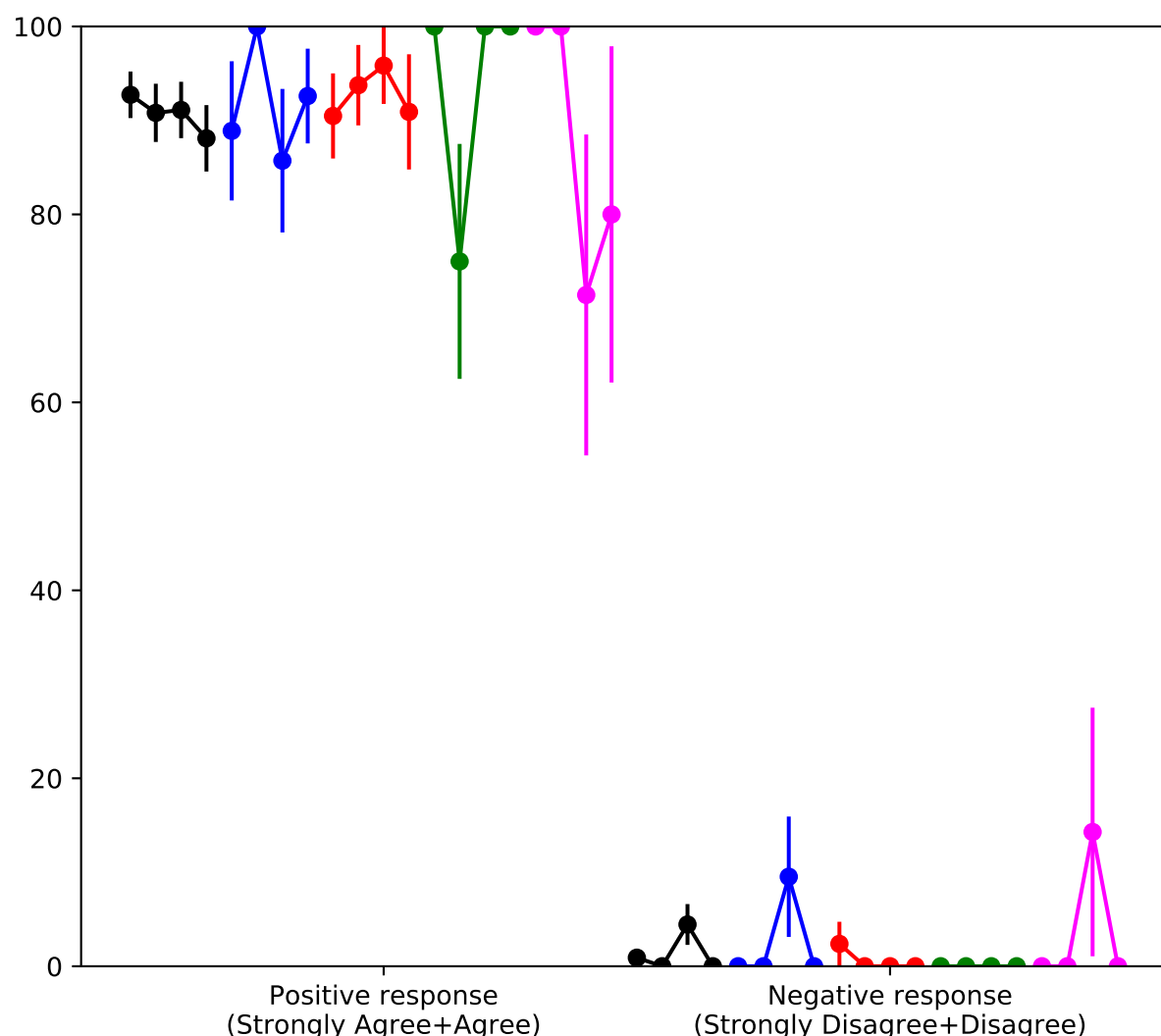
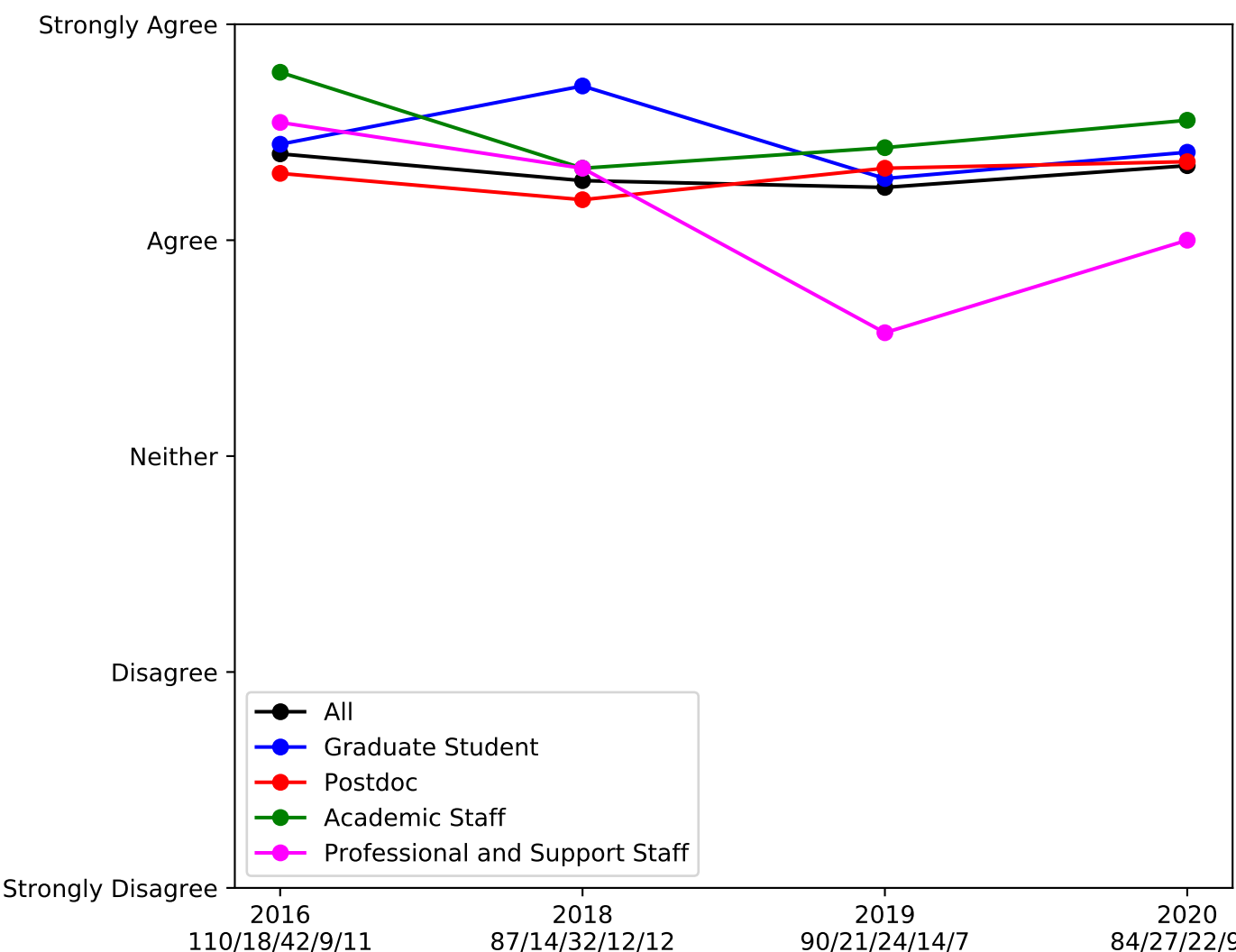
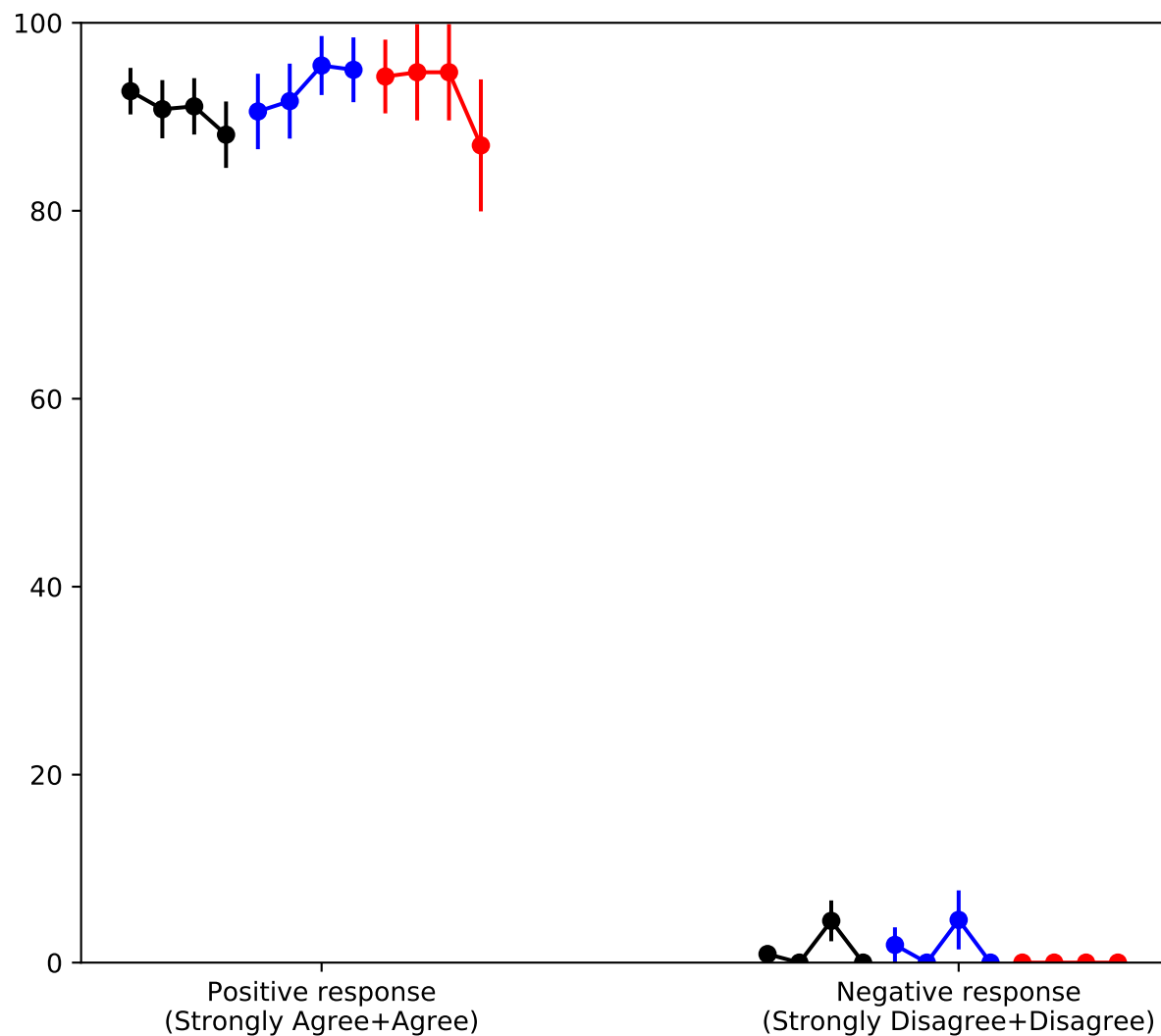
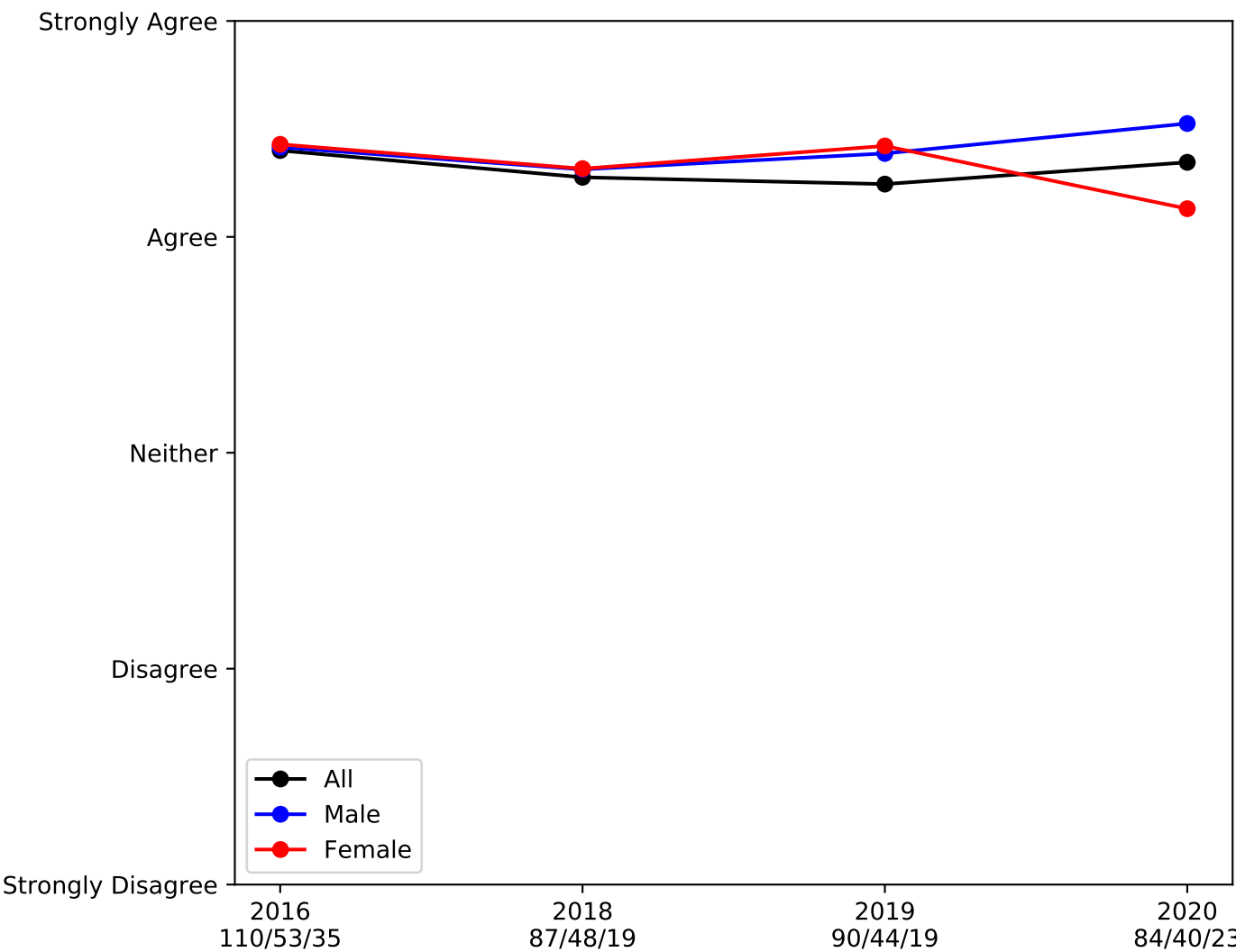
I have access to sufficient support from within the Institute to carry out my role



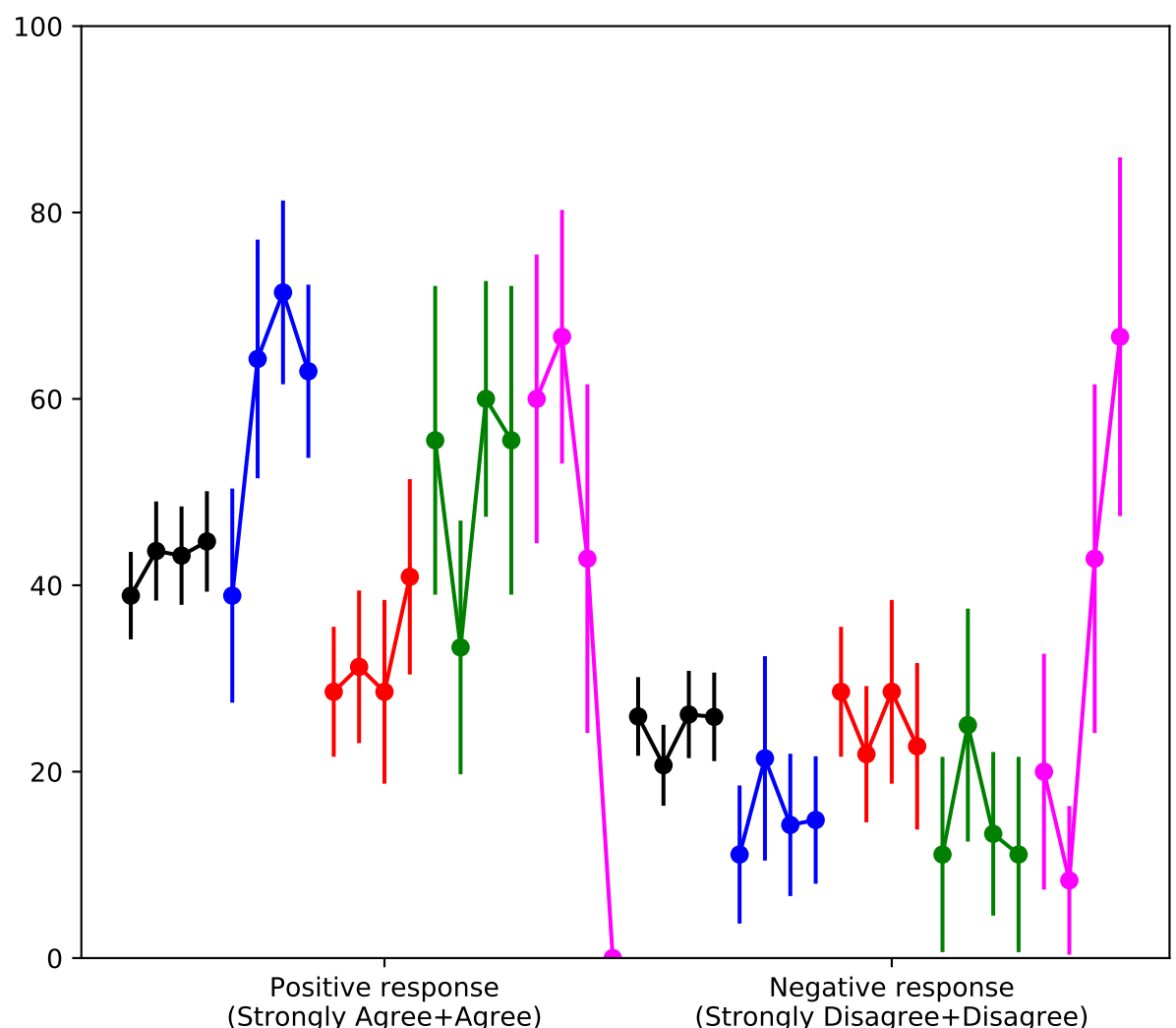
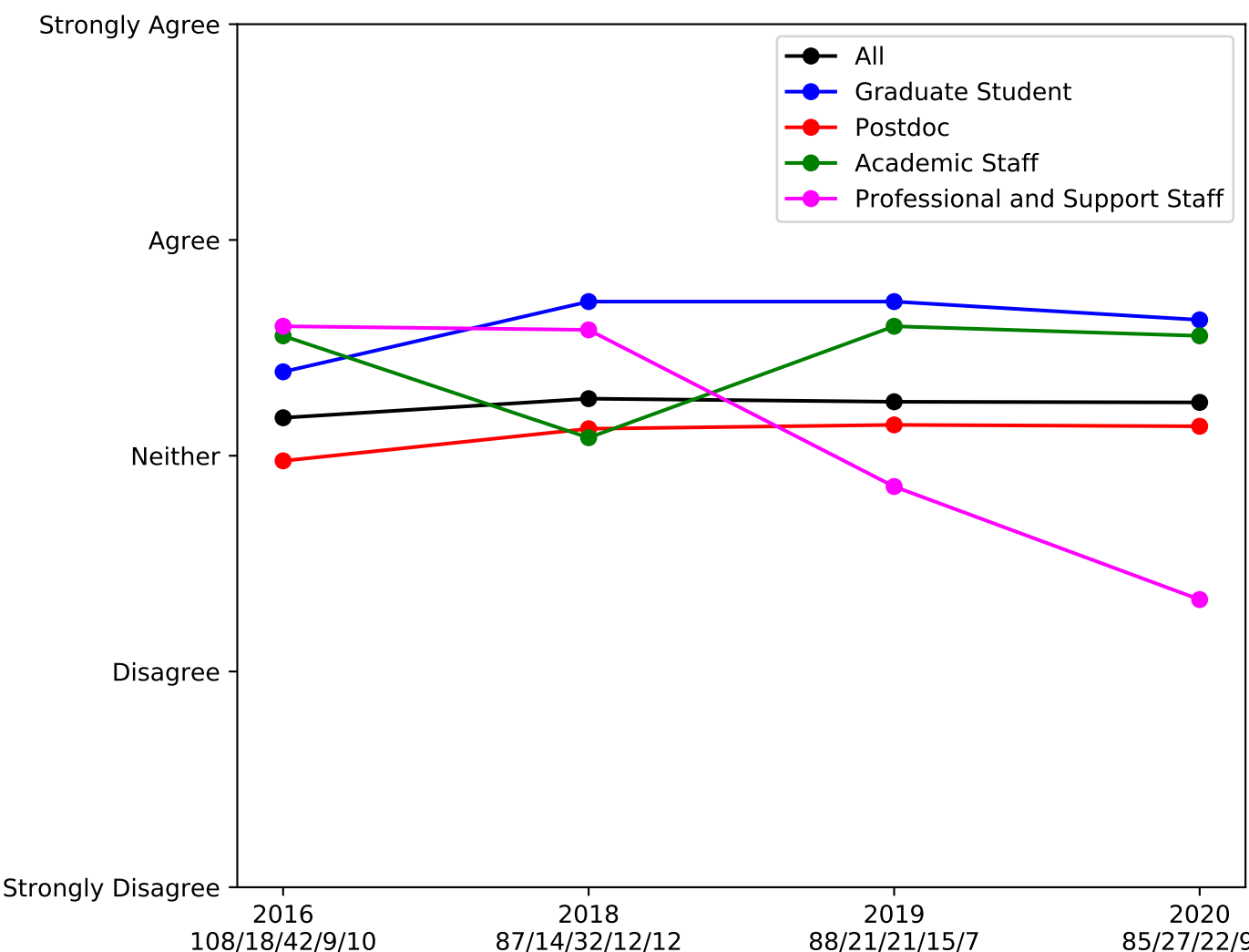
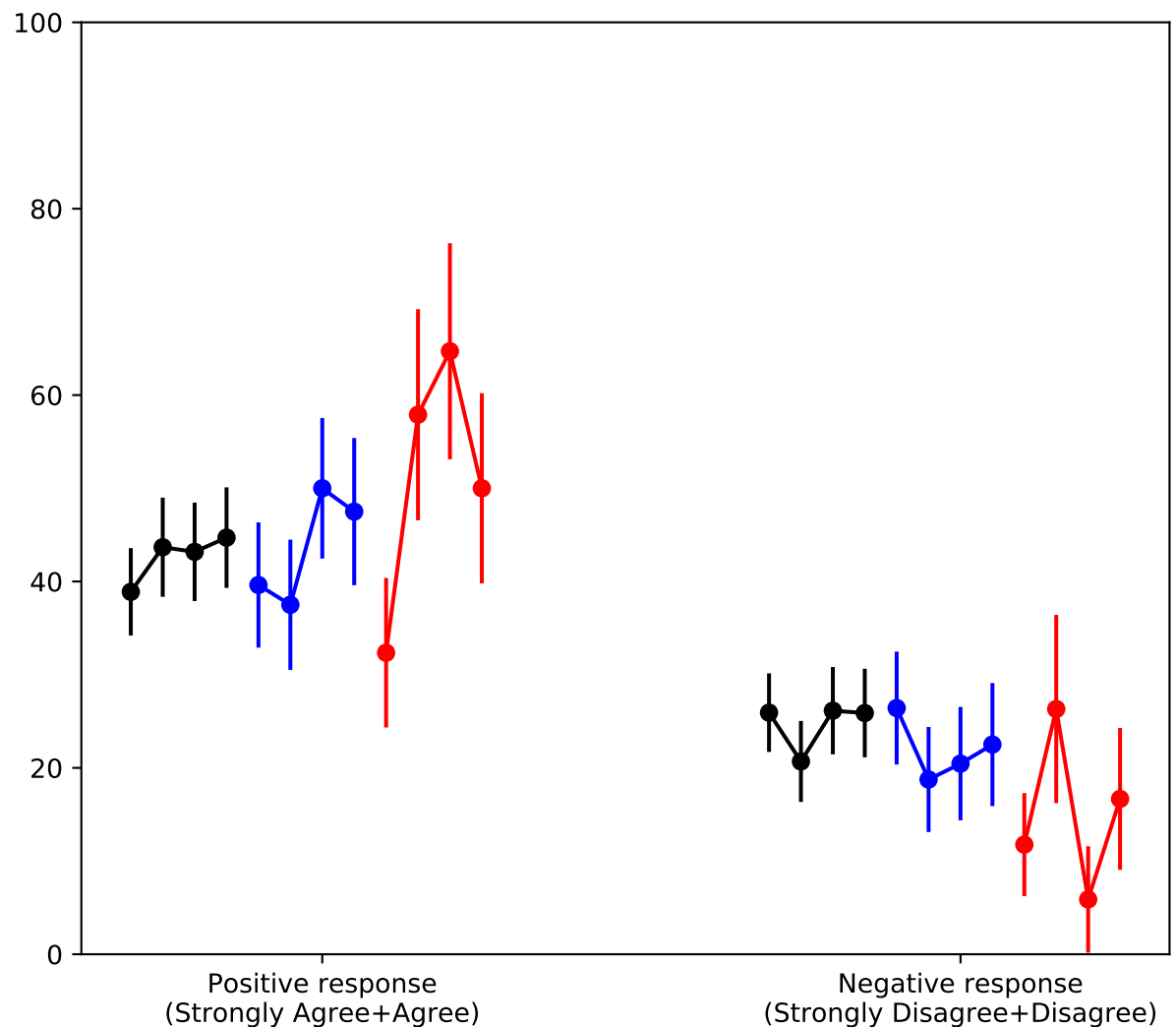
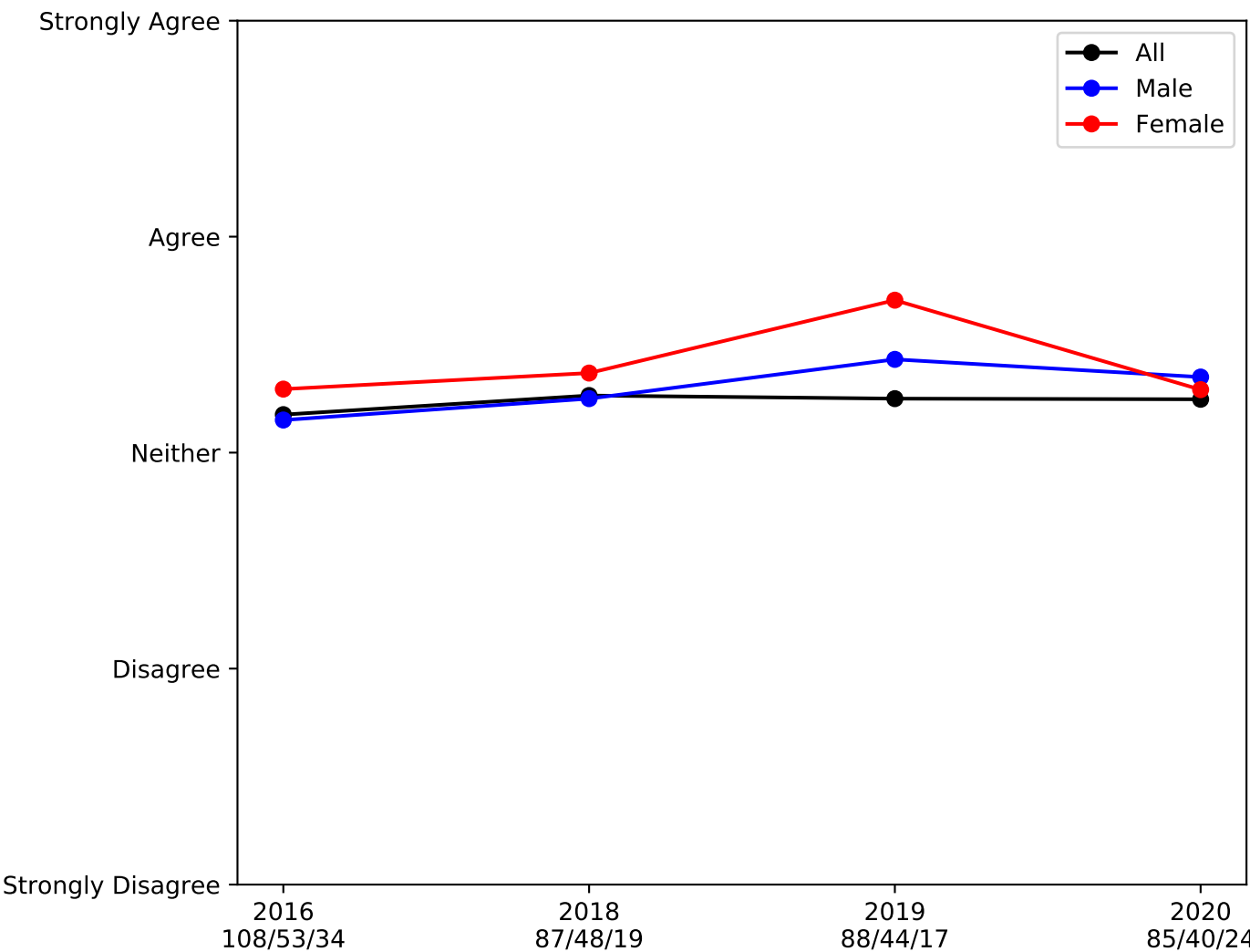
There is effective co-operation between people within my immediate work area



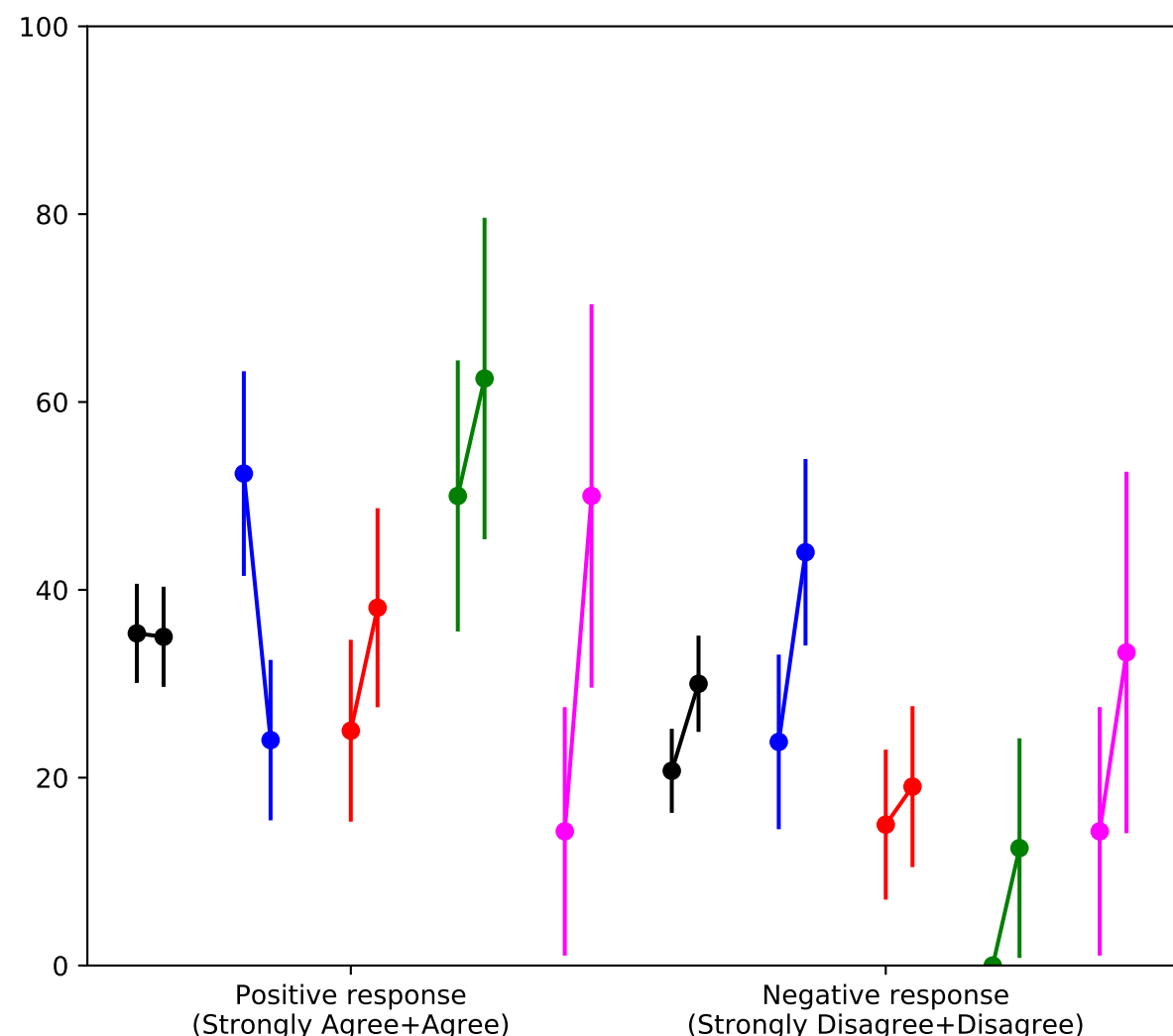
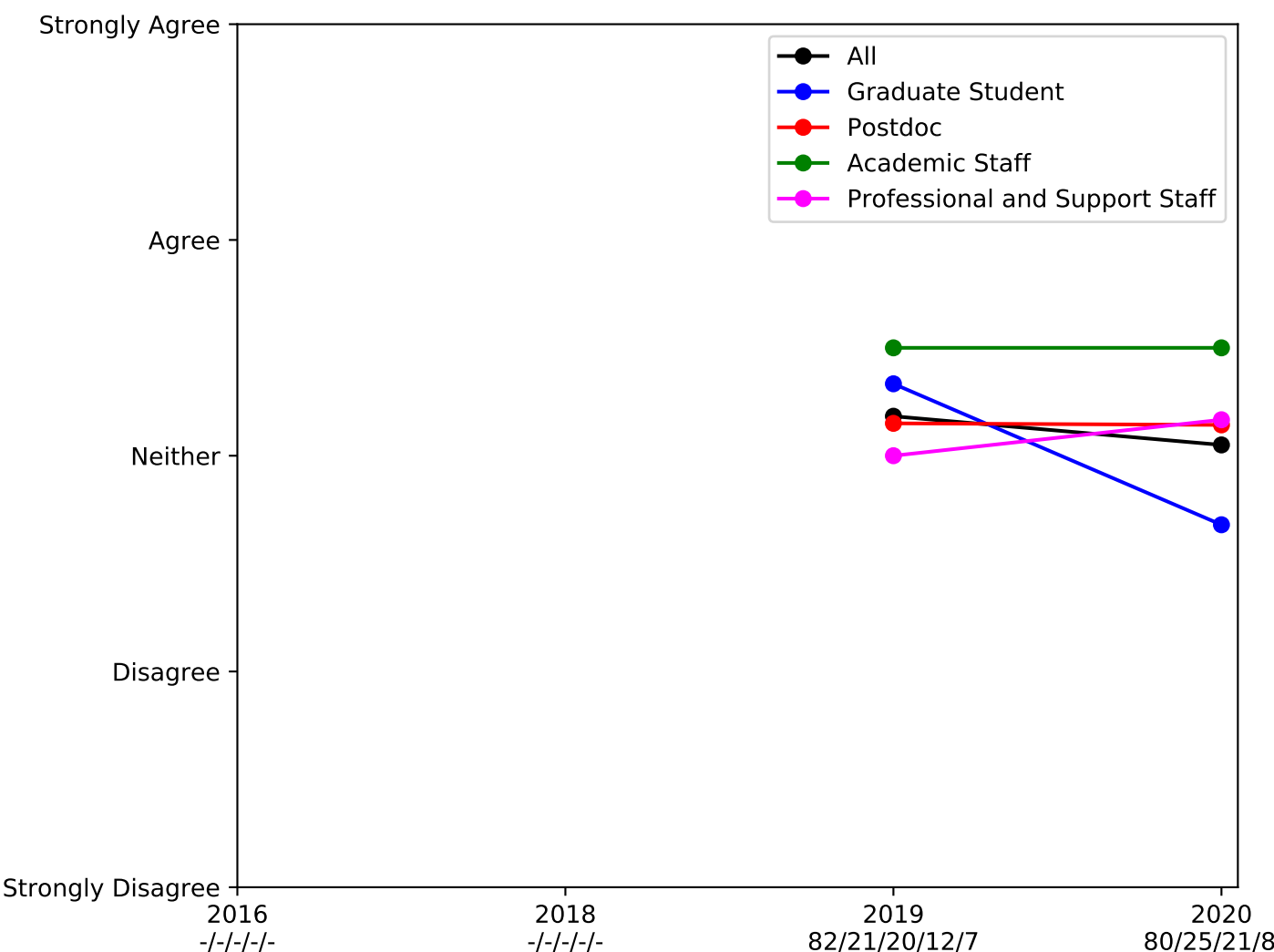
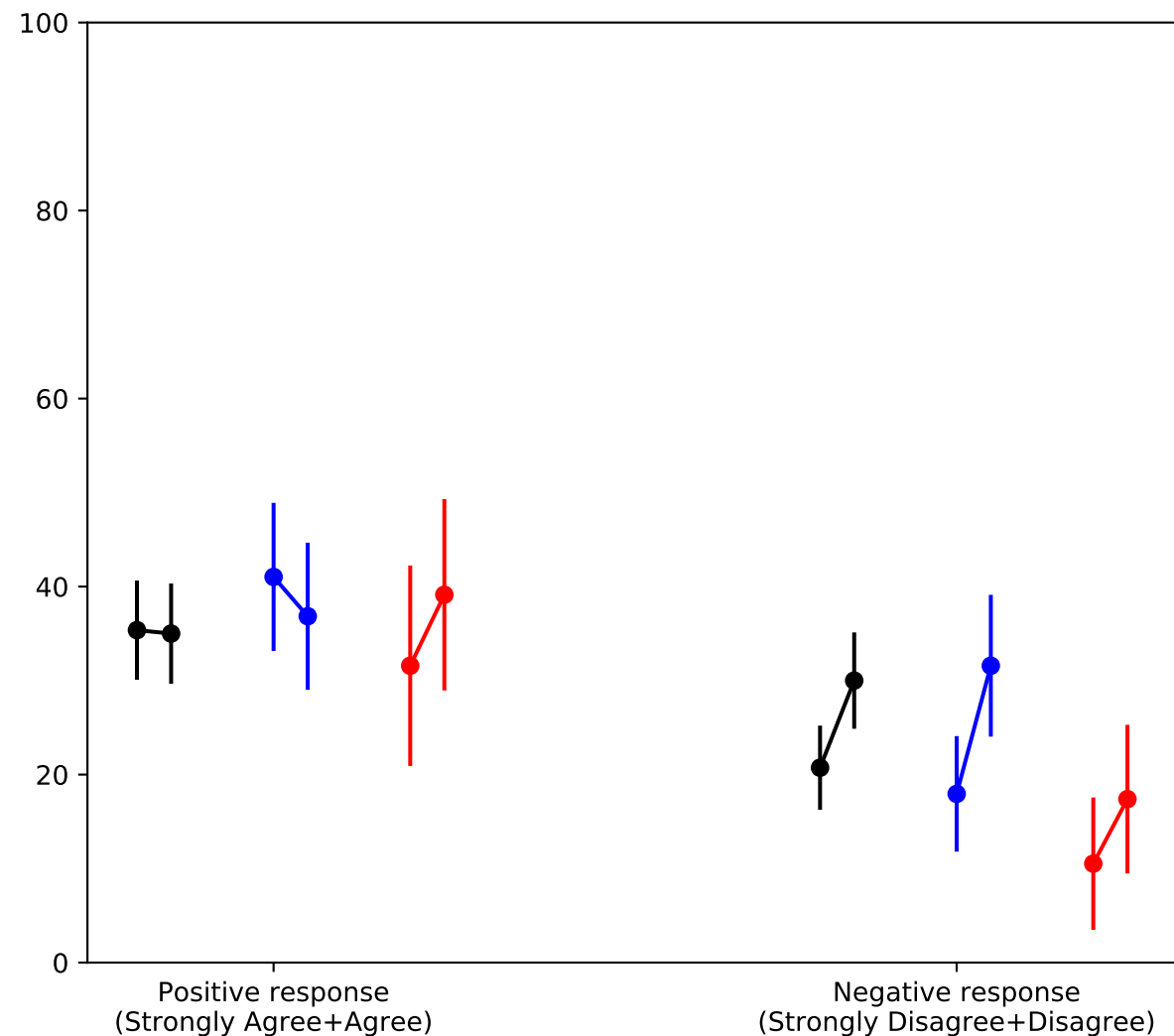
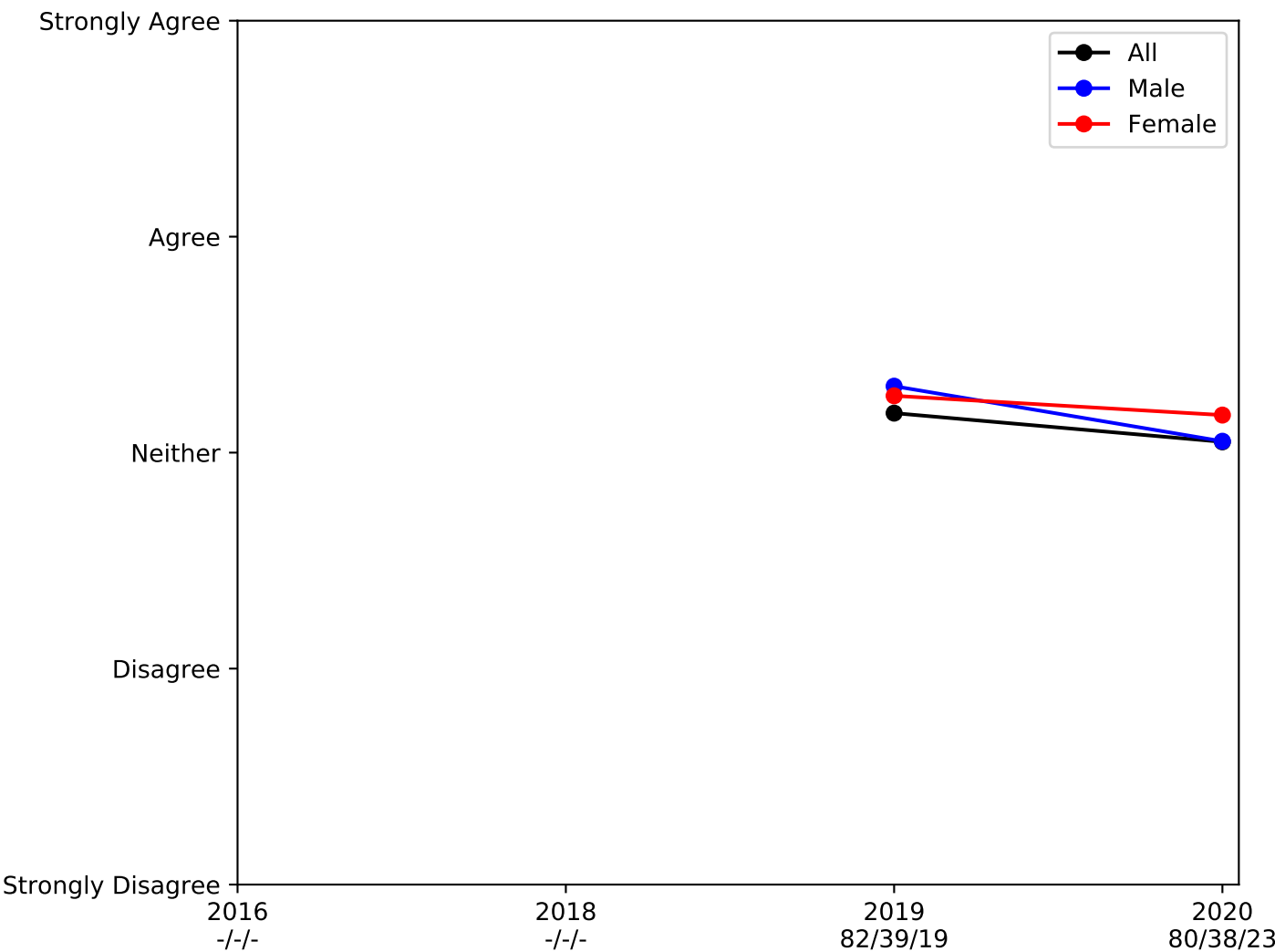
I have good relationships with the colleagues I work with



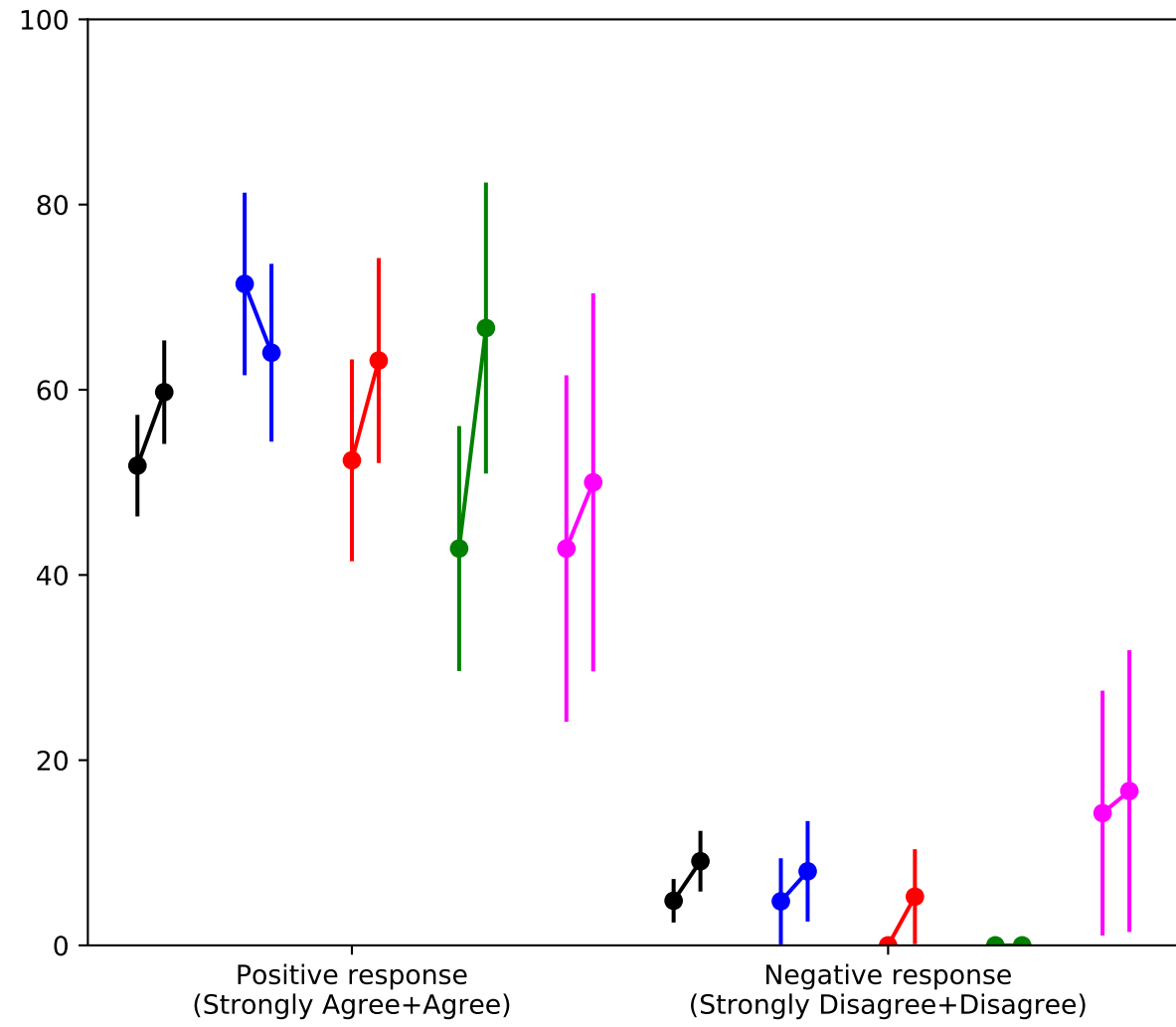
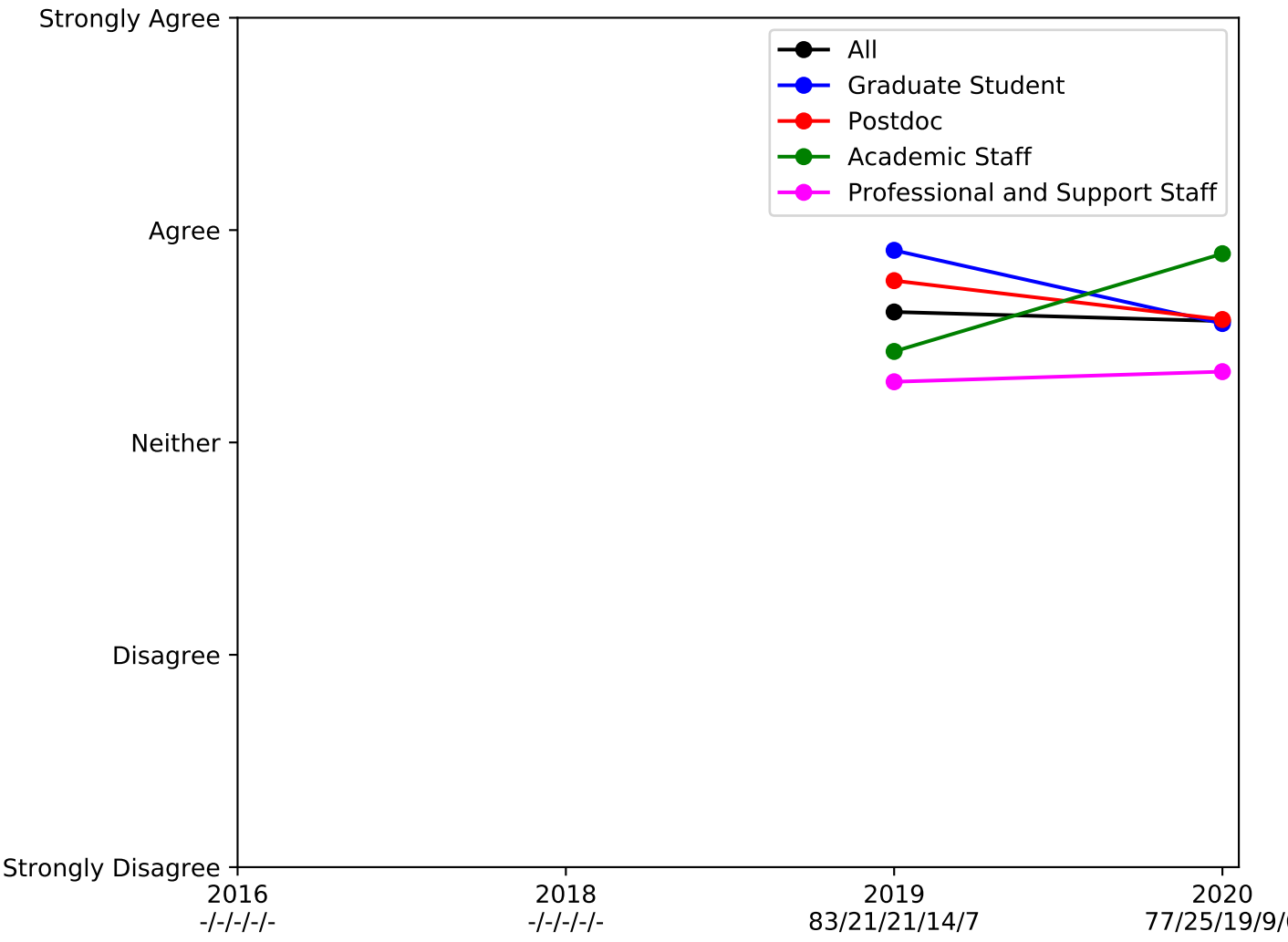
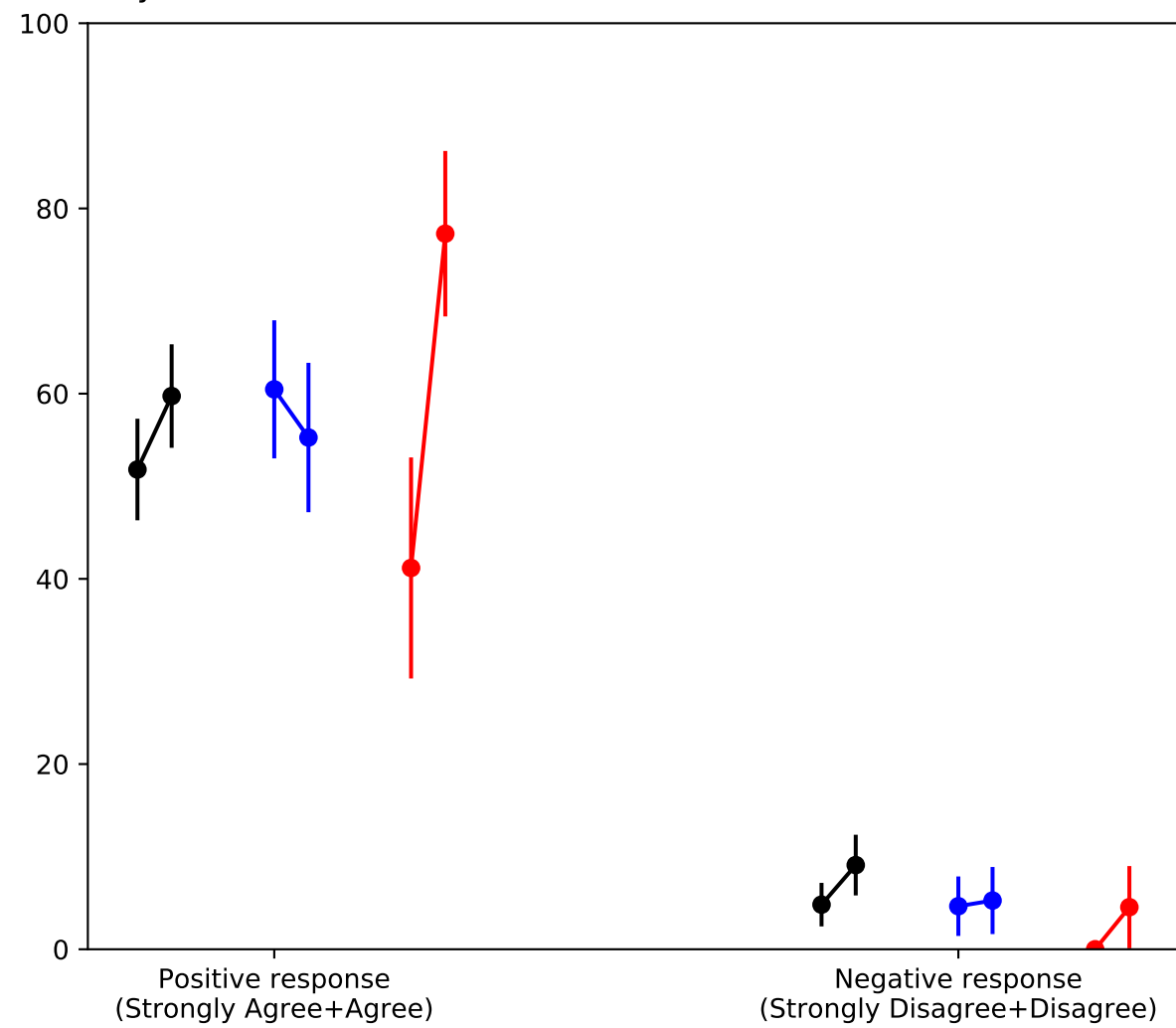
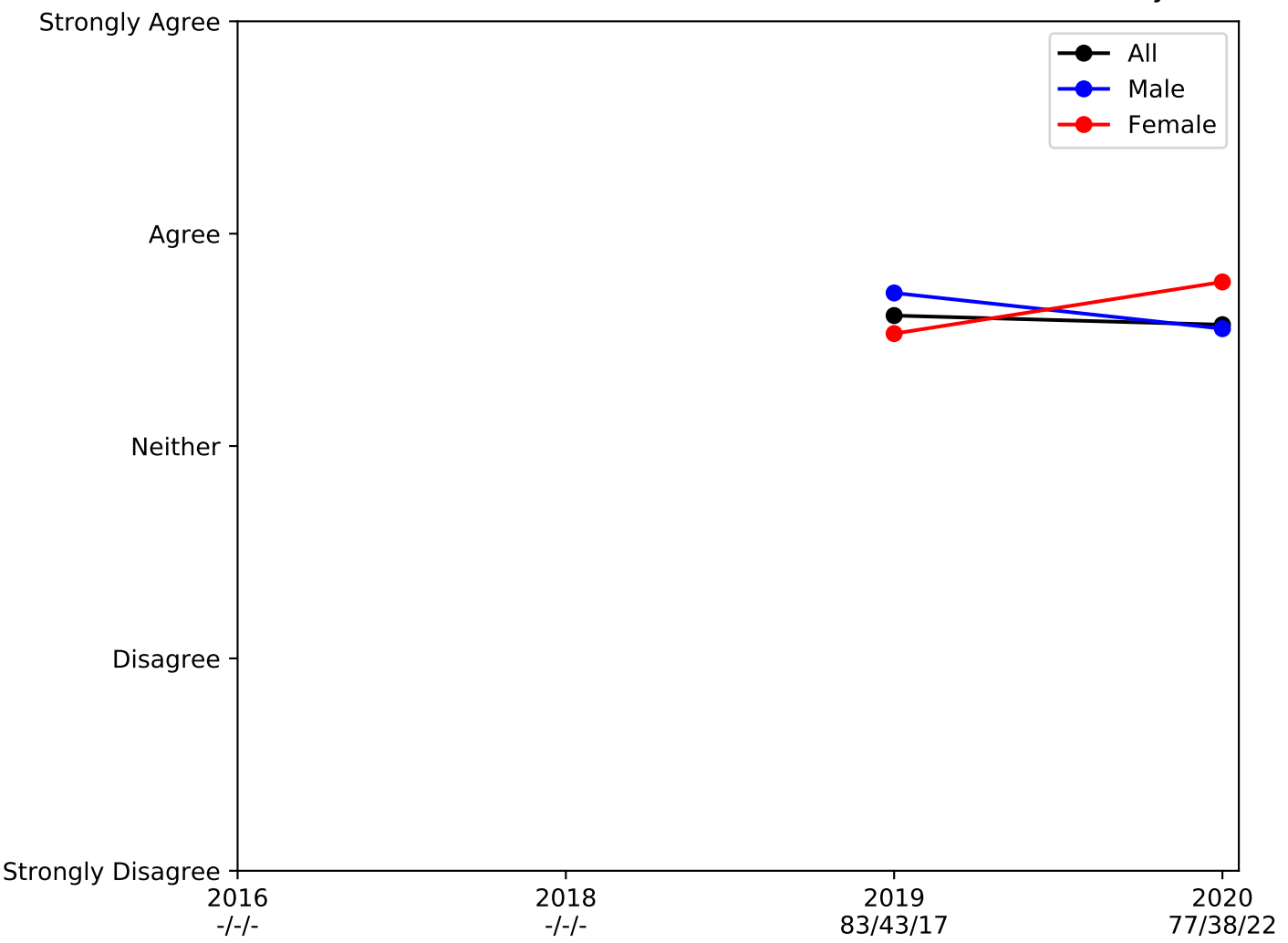
In my experience there is effective co-operation between the different parts of the Institute



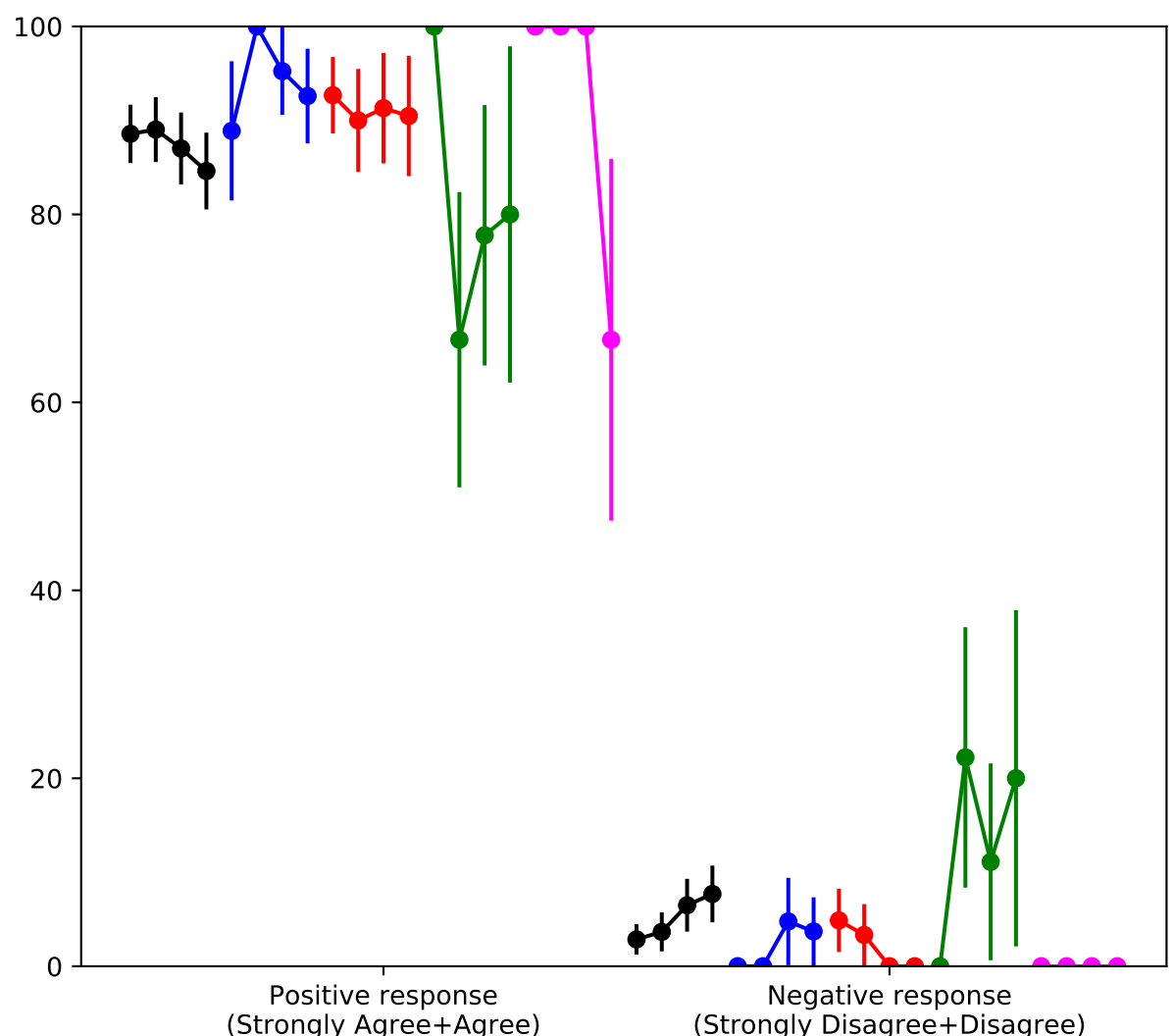
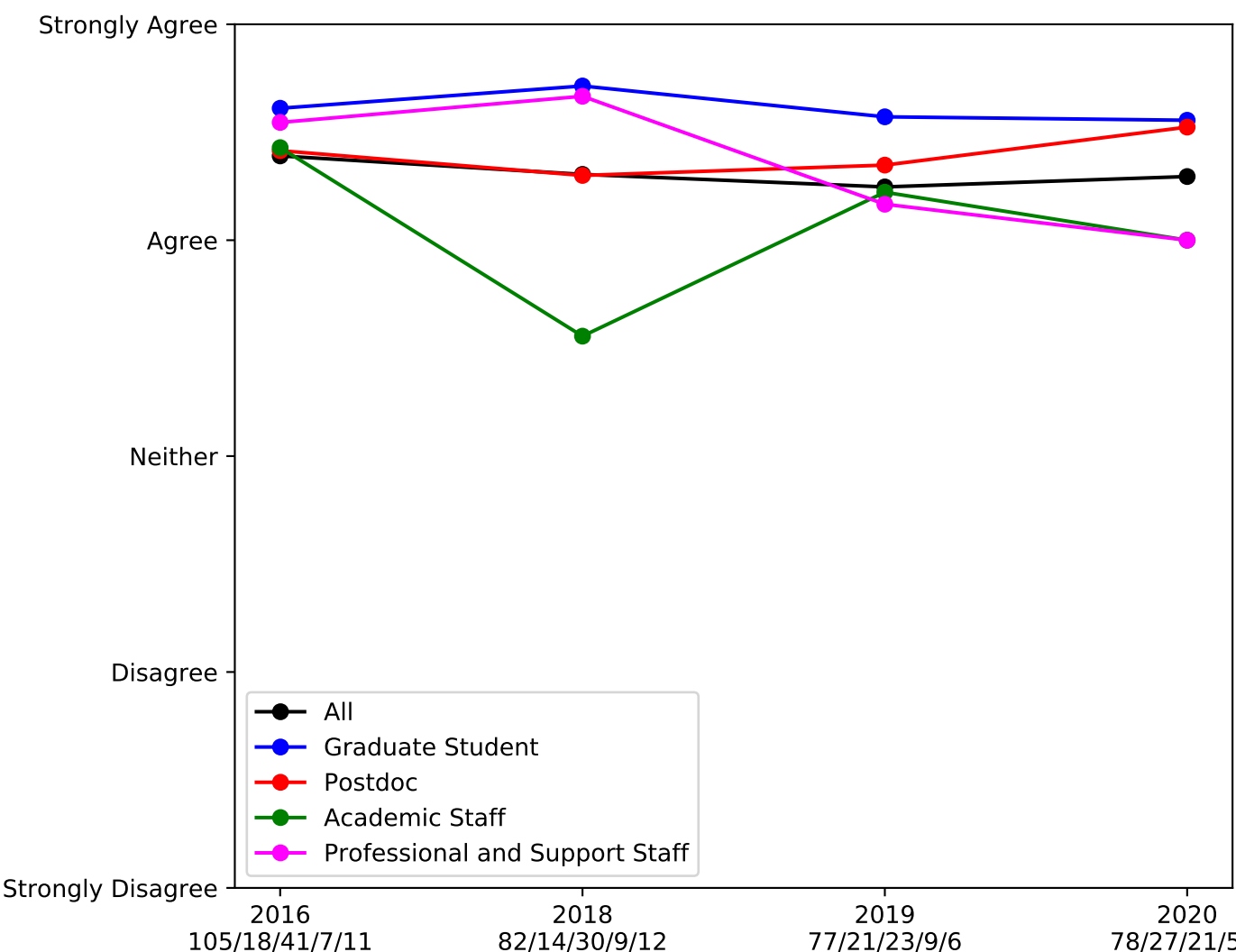
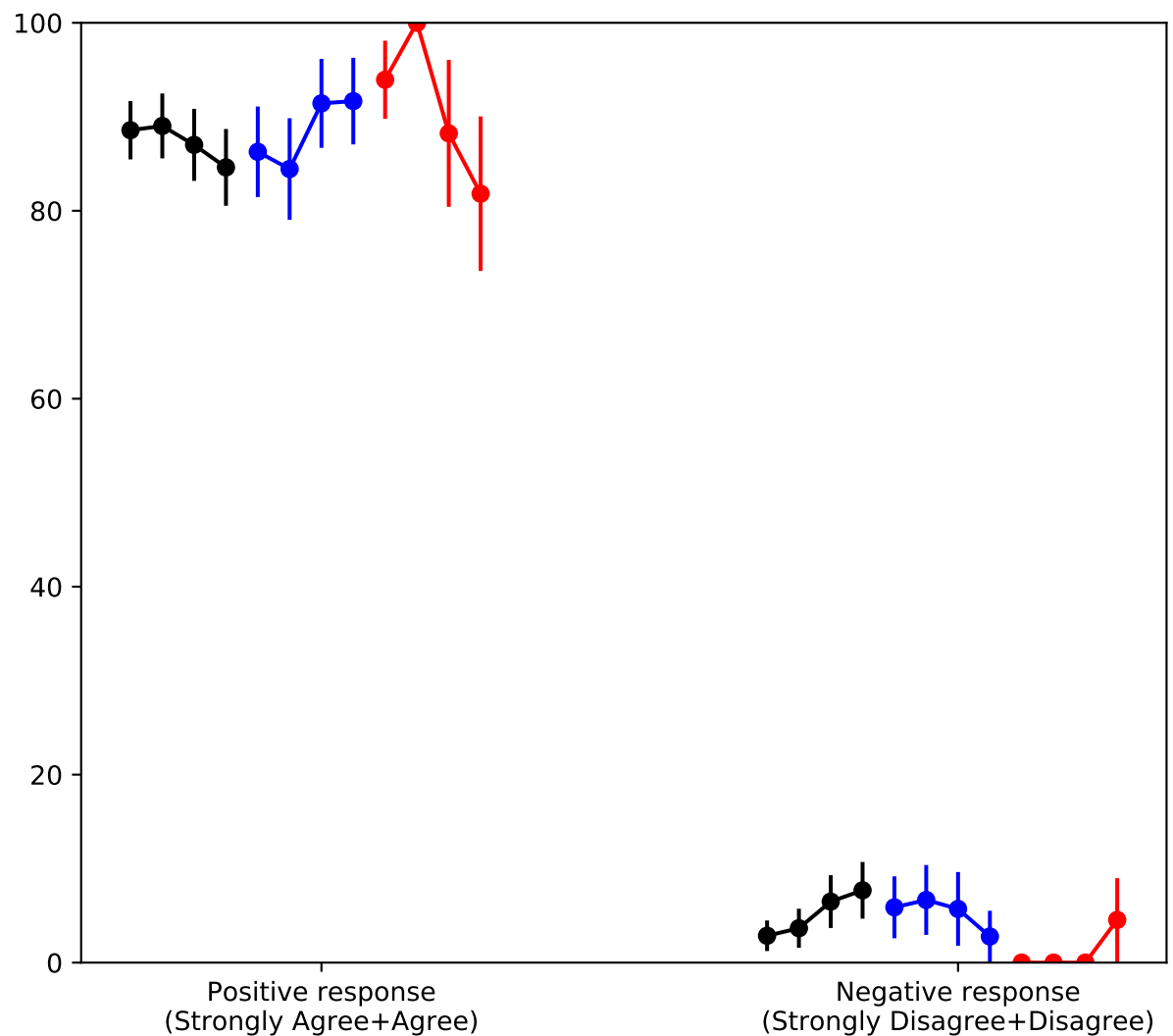
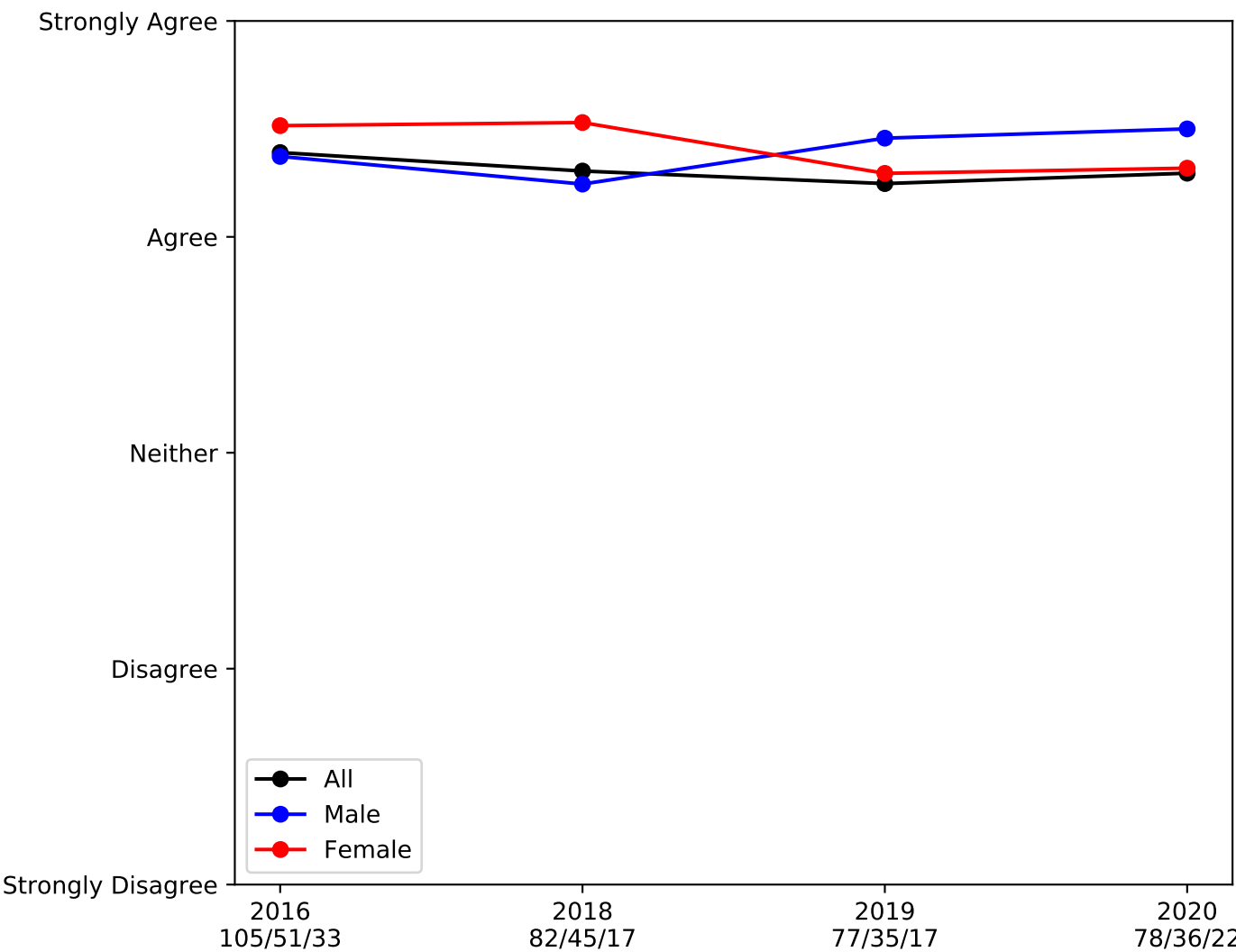
In my experience there is effective co-operation between the Institute and other University of Cambridge departments



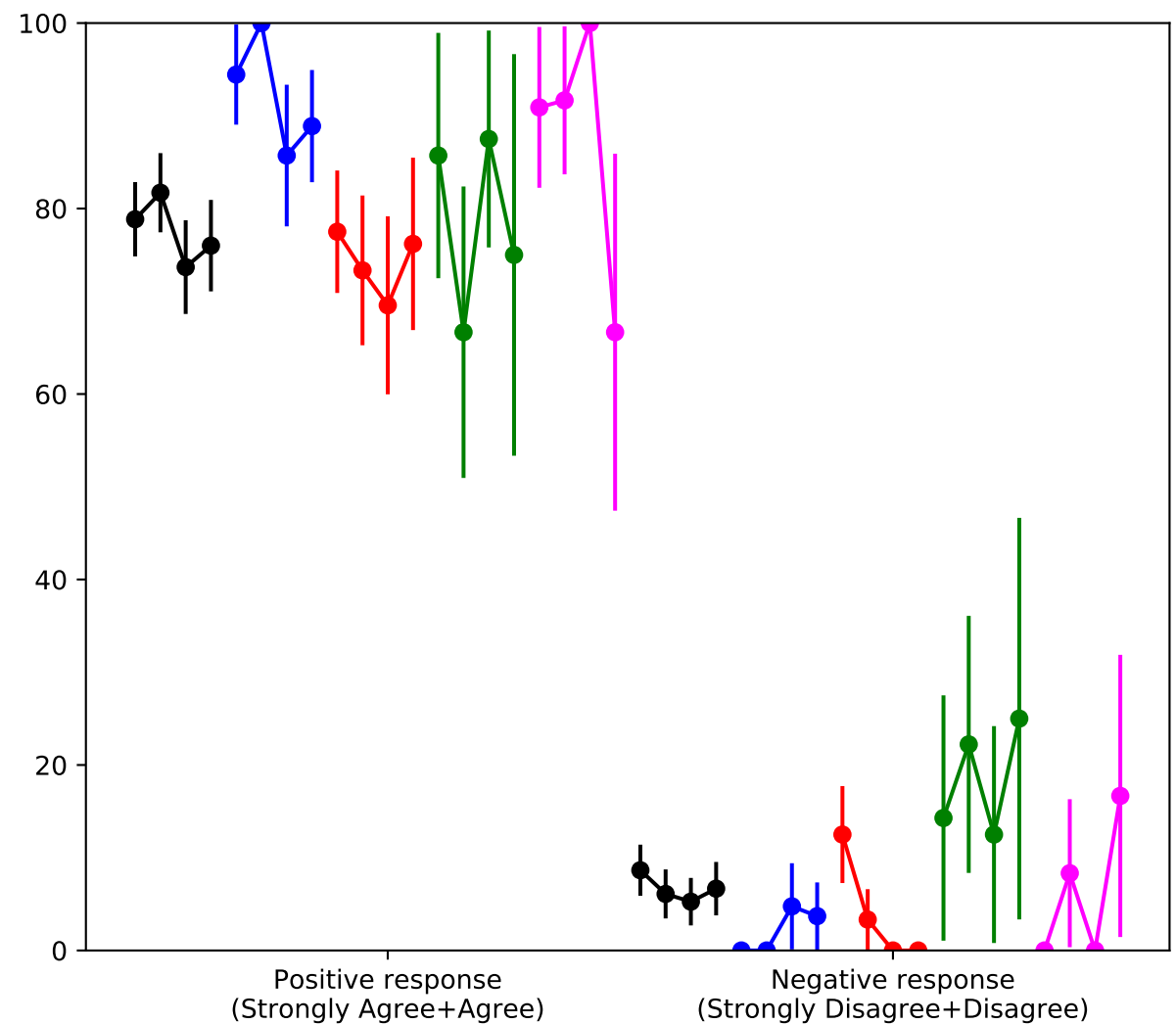
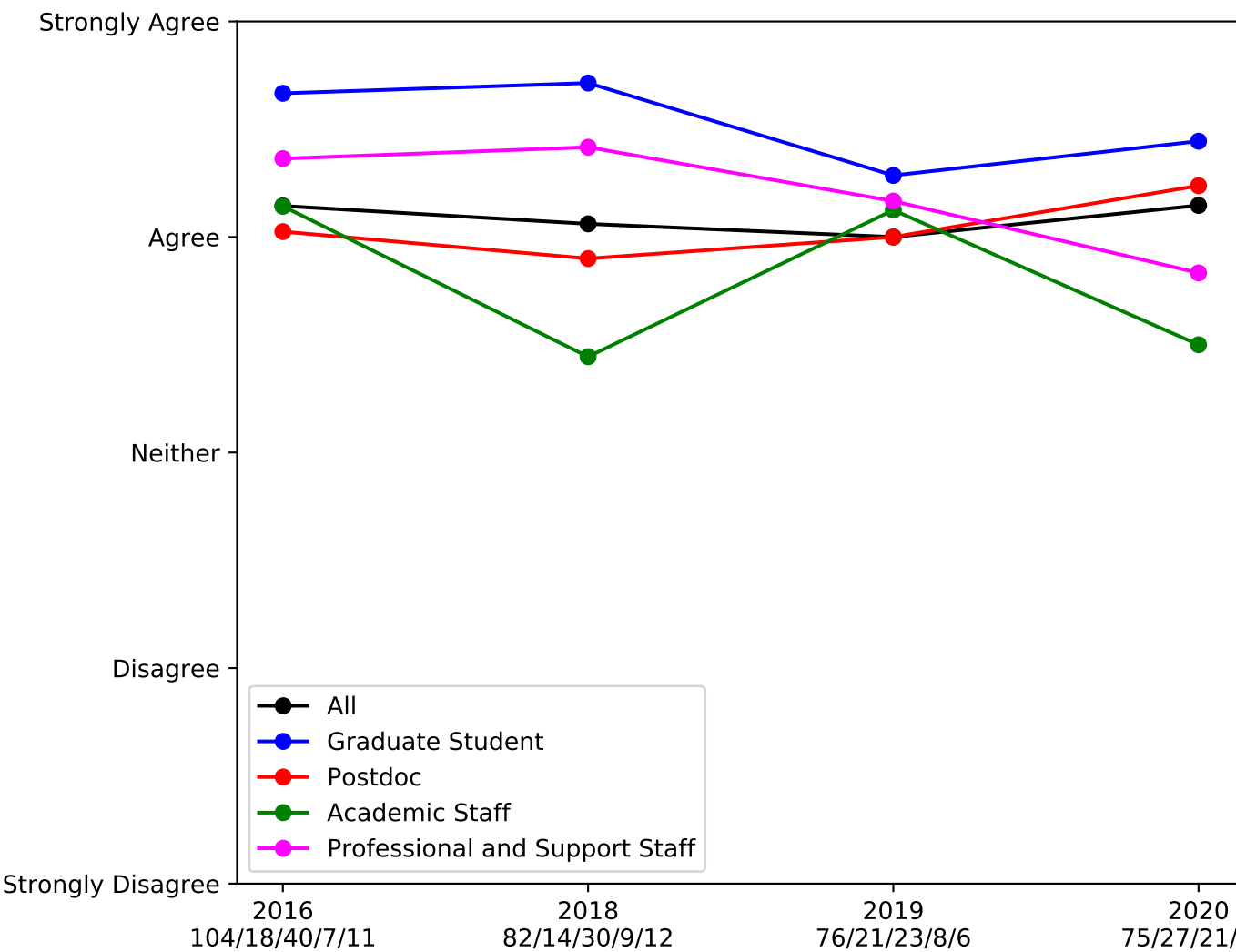
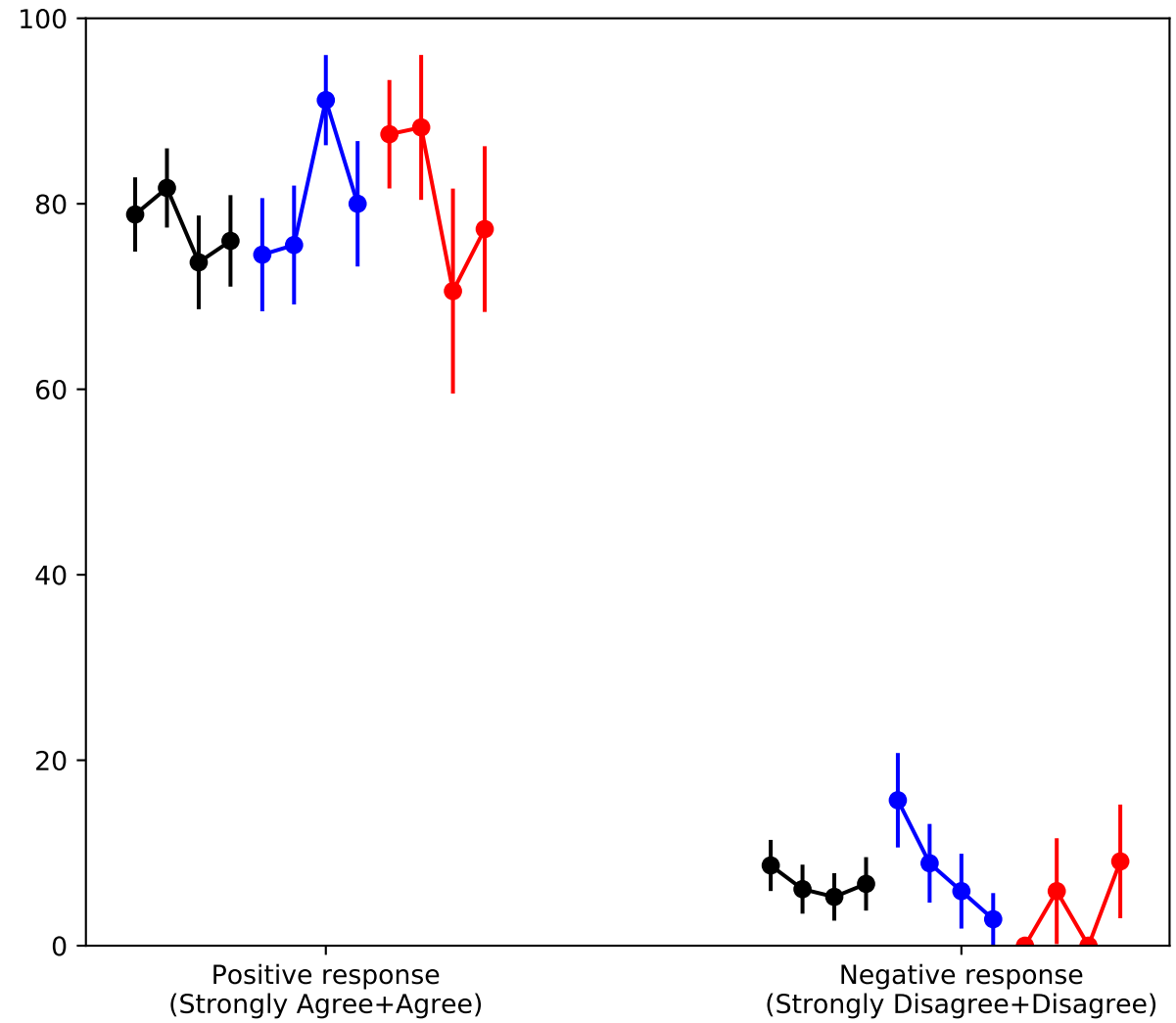
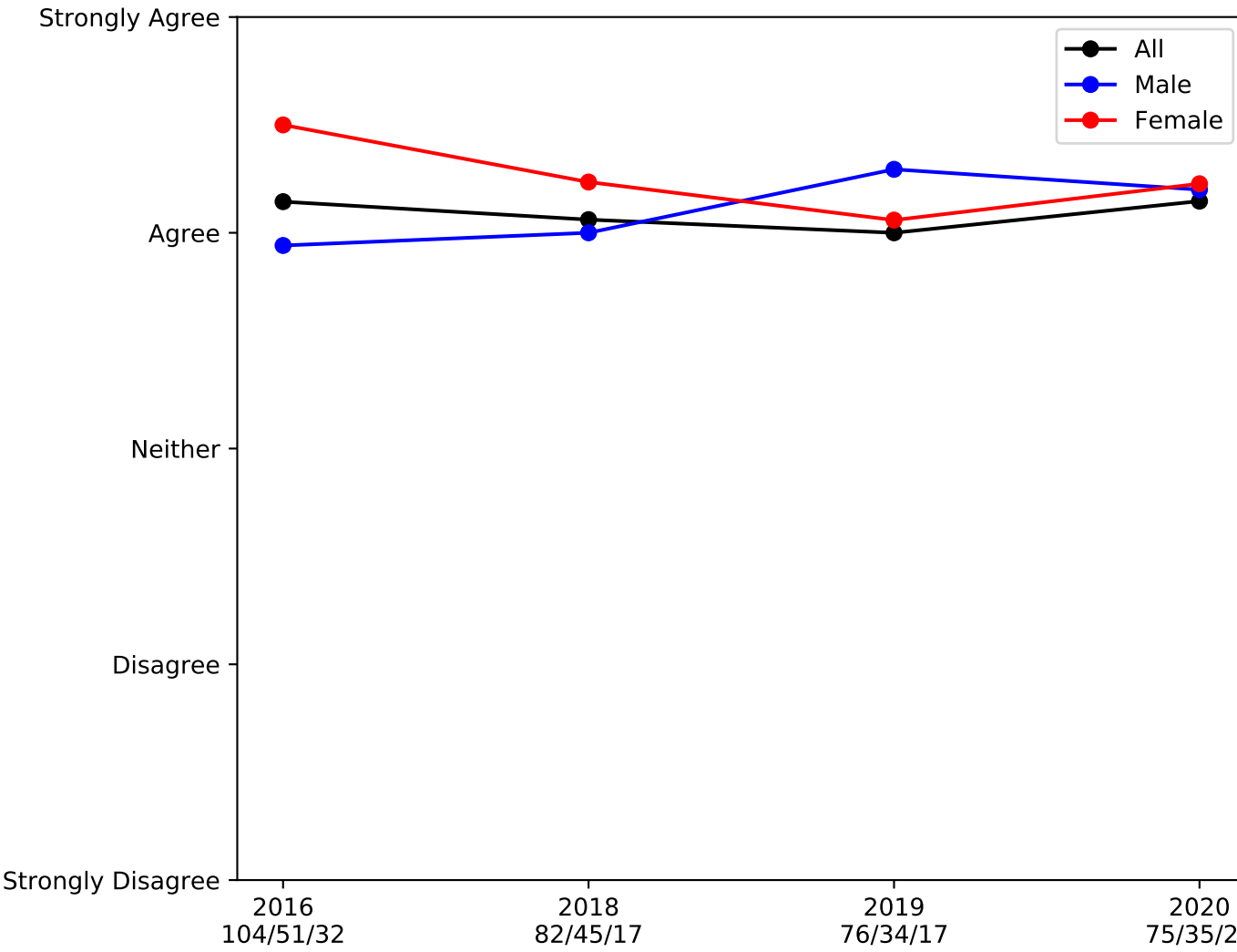
In my experience there is effective co-operation between the Institute and other organisations beyond the University, both nationally and internationally



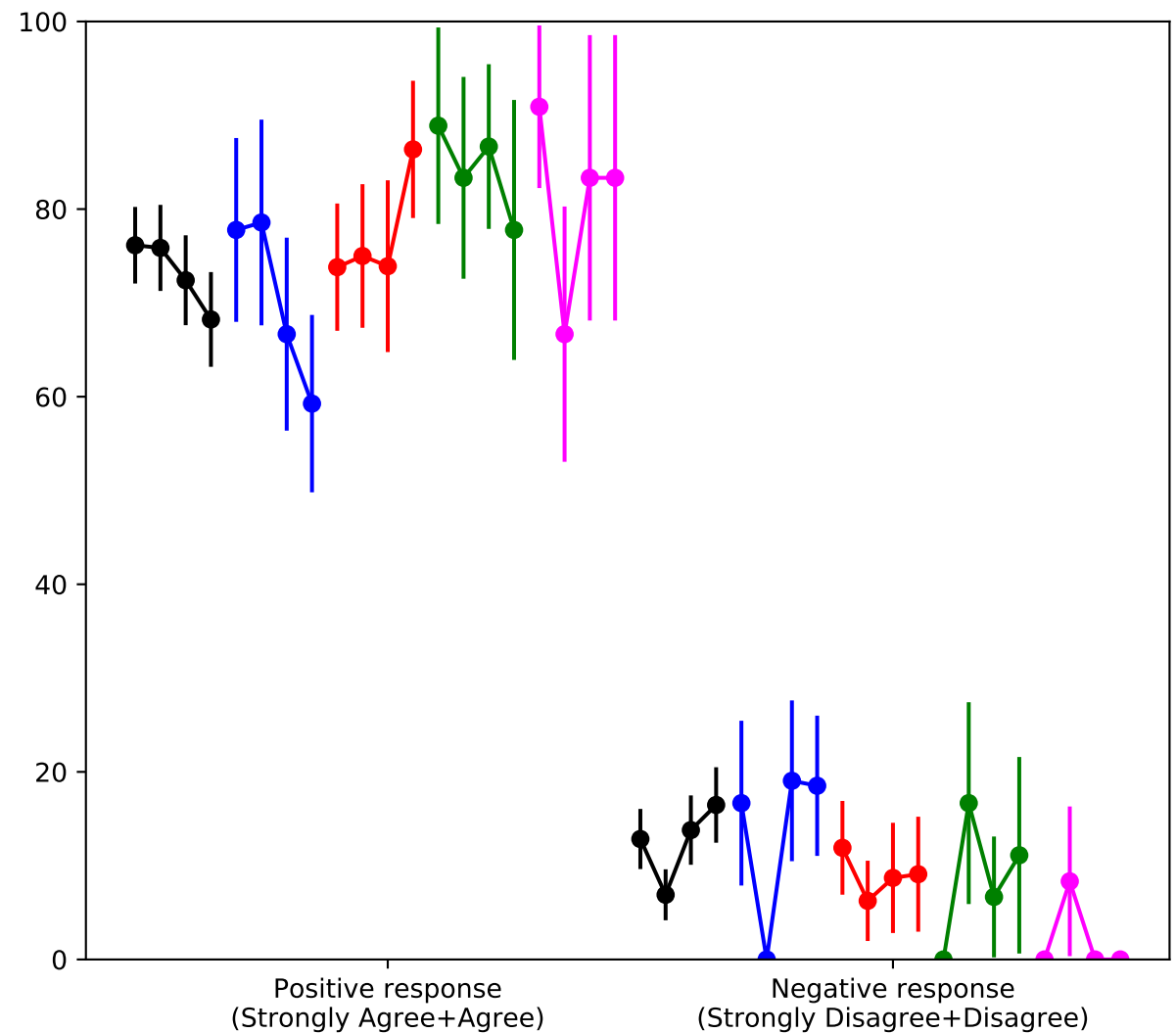
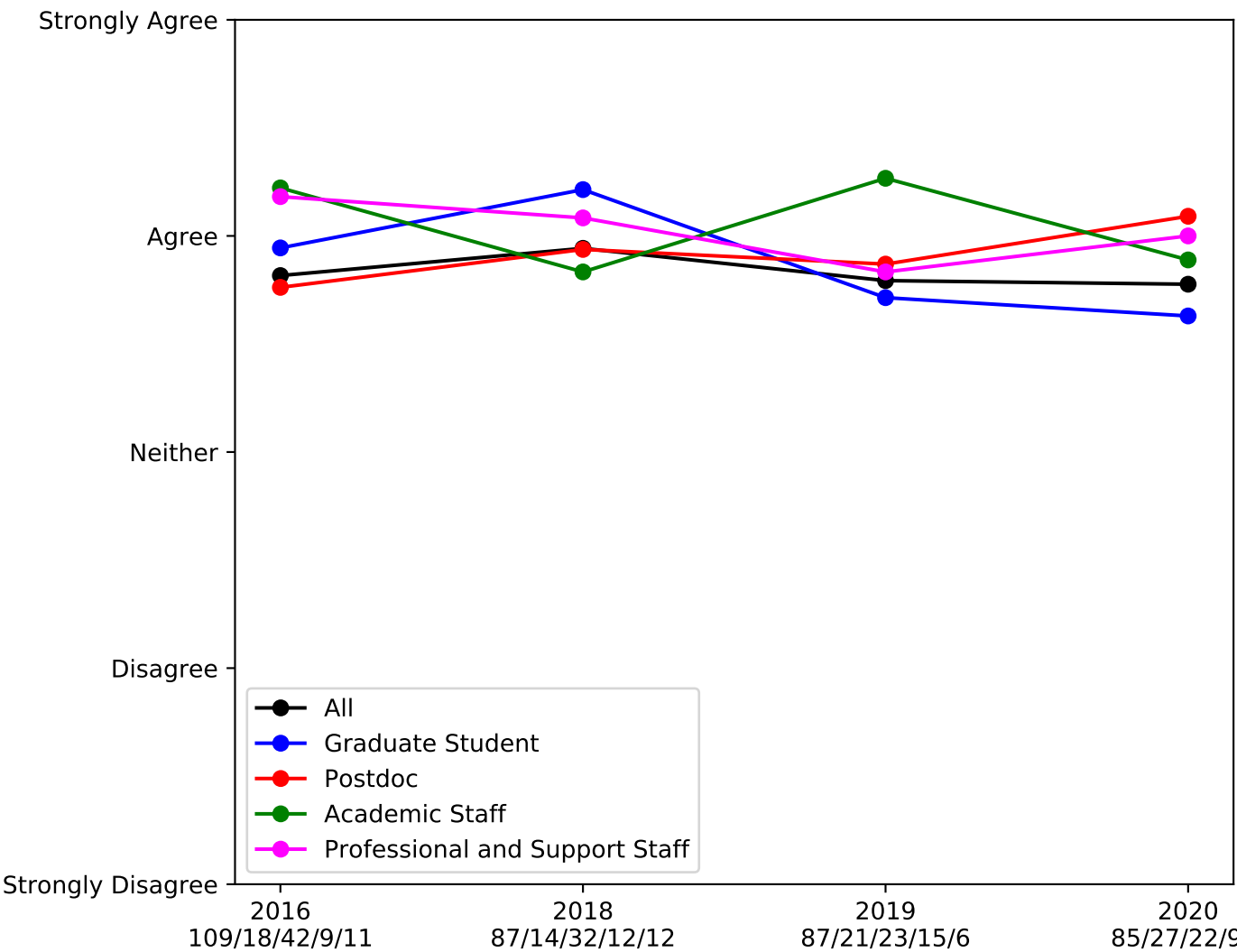
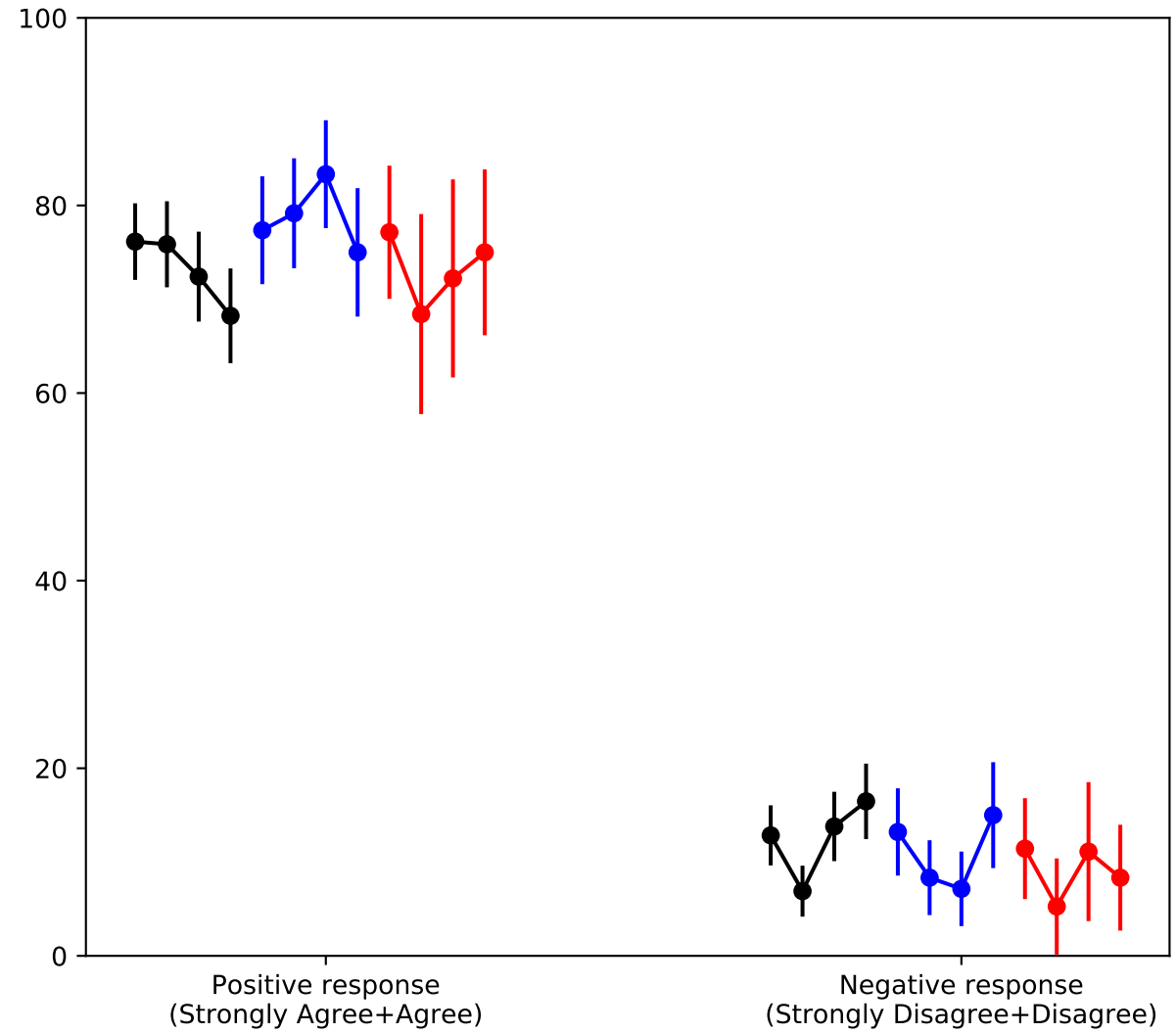
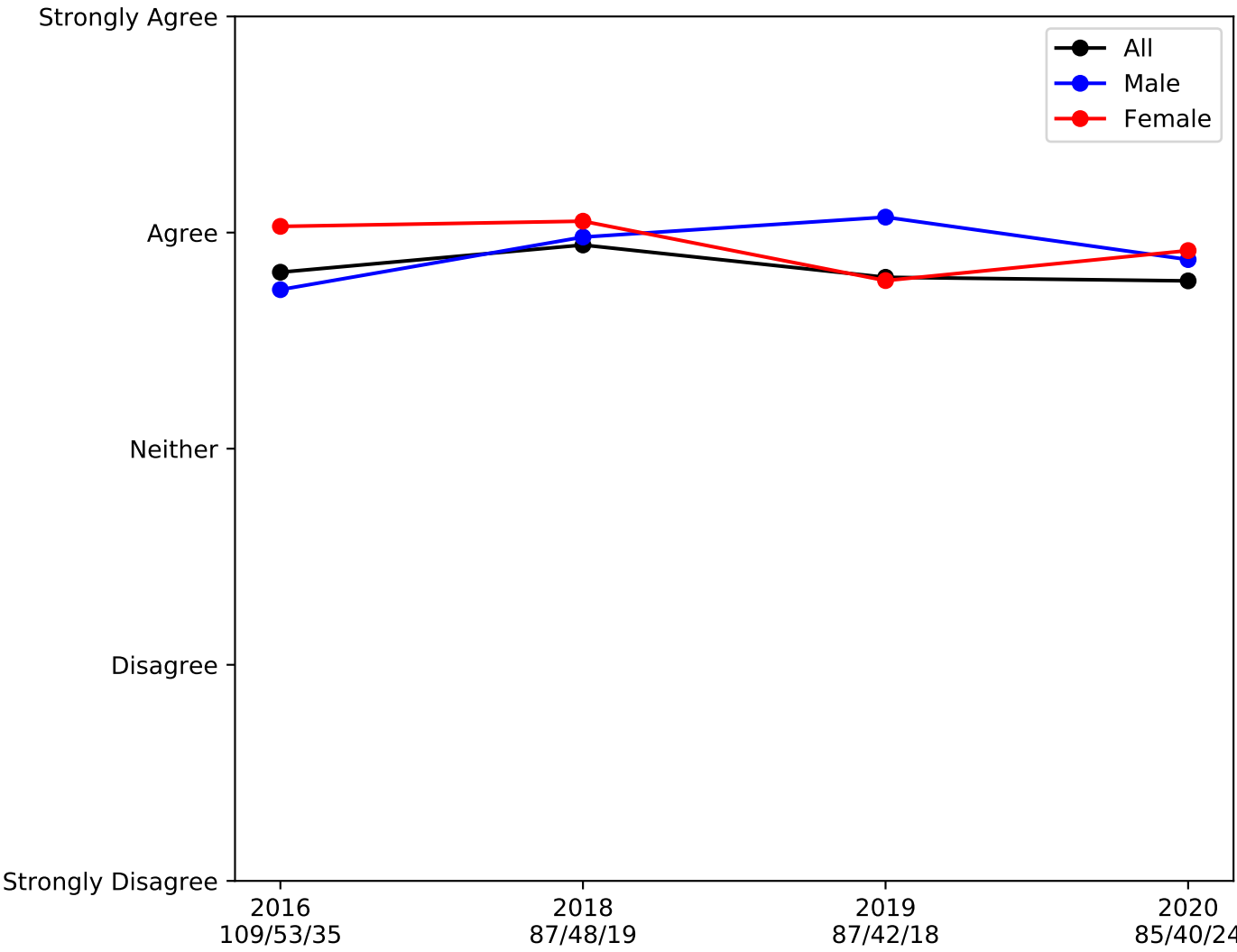
My immediate manager / supervisor treats me with respect



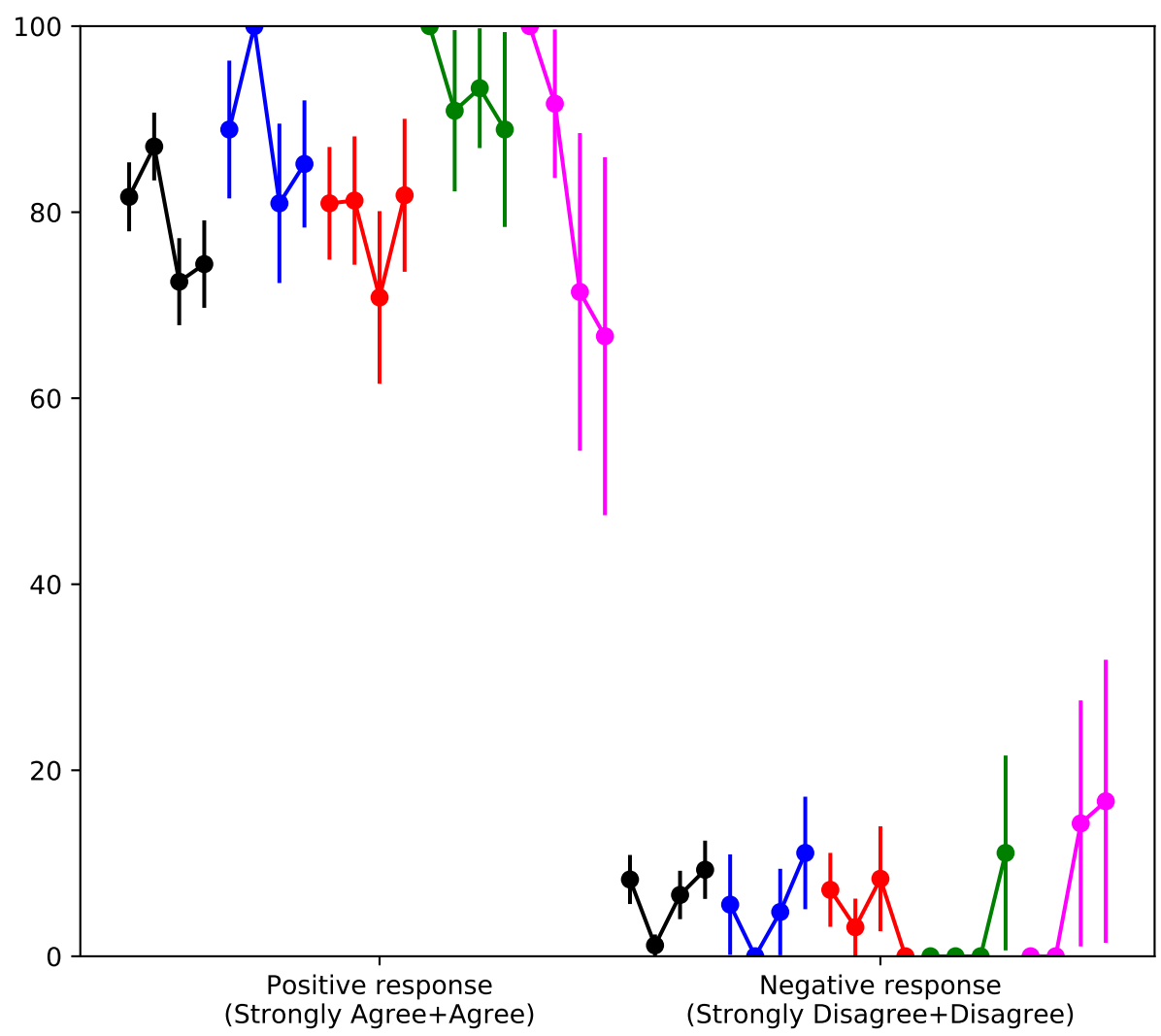
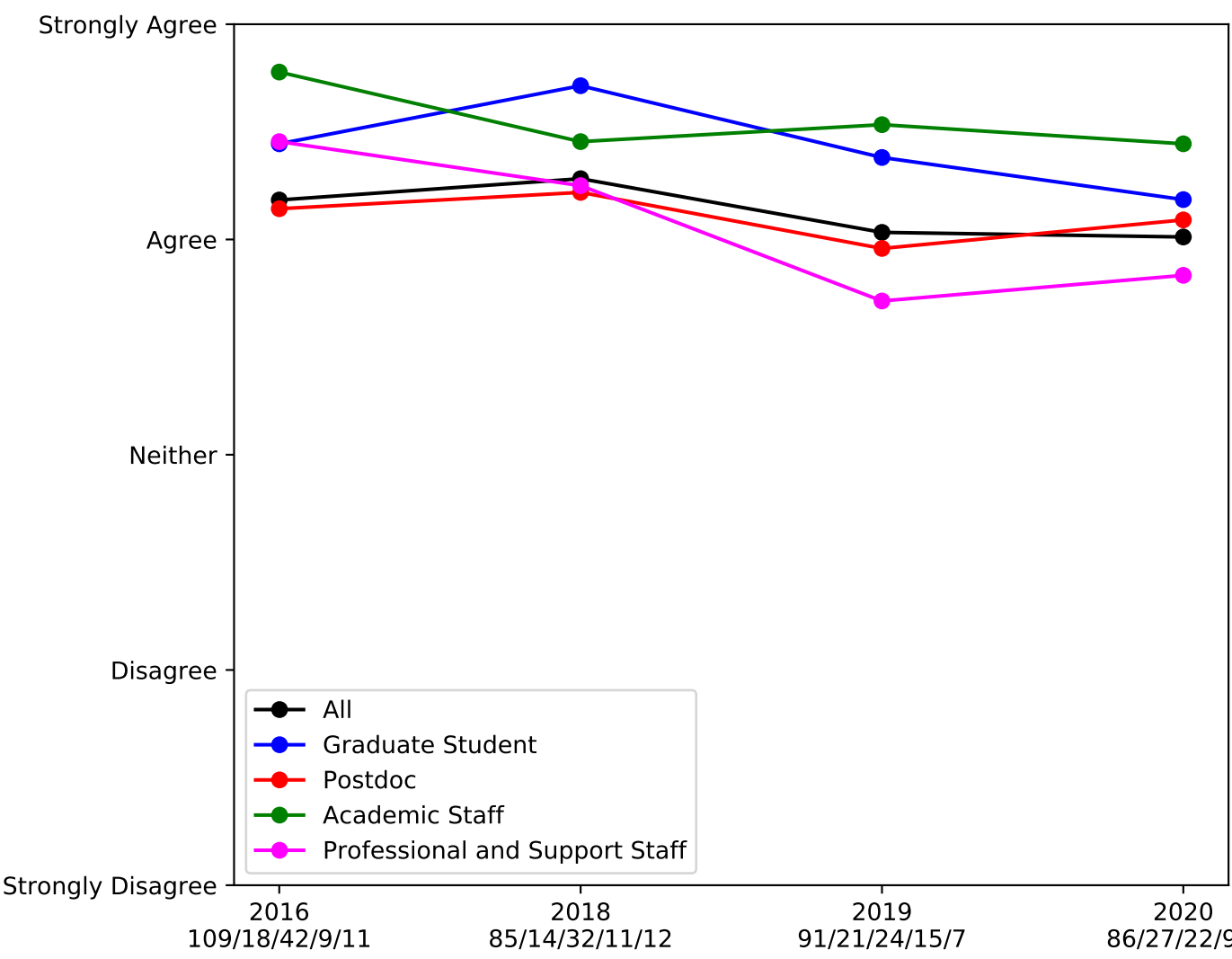
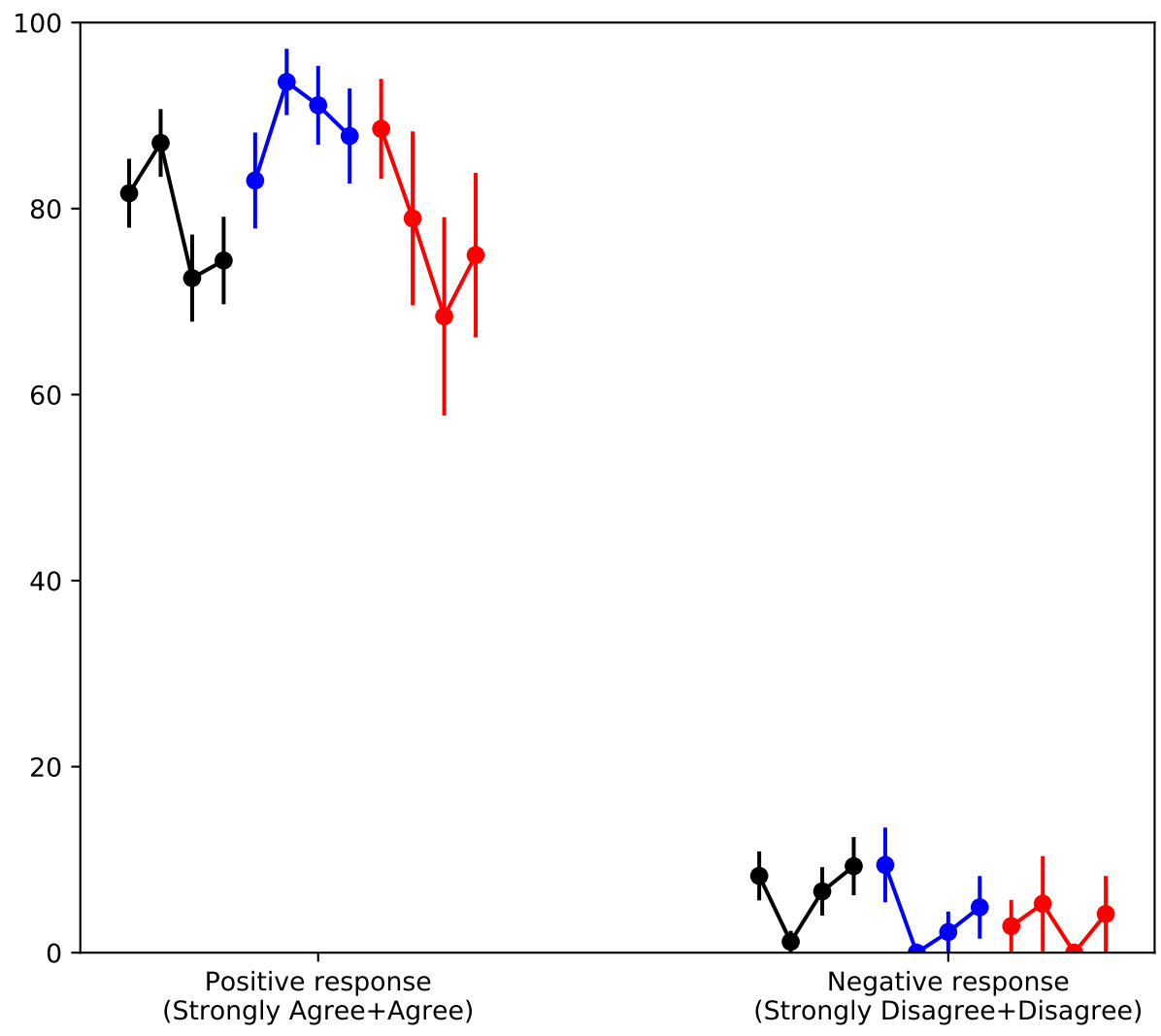
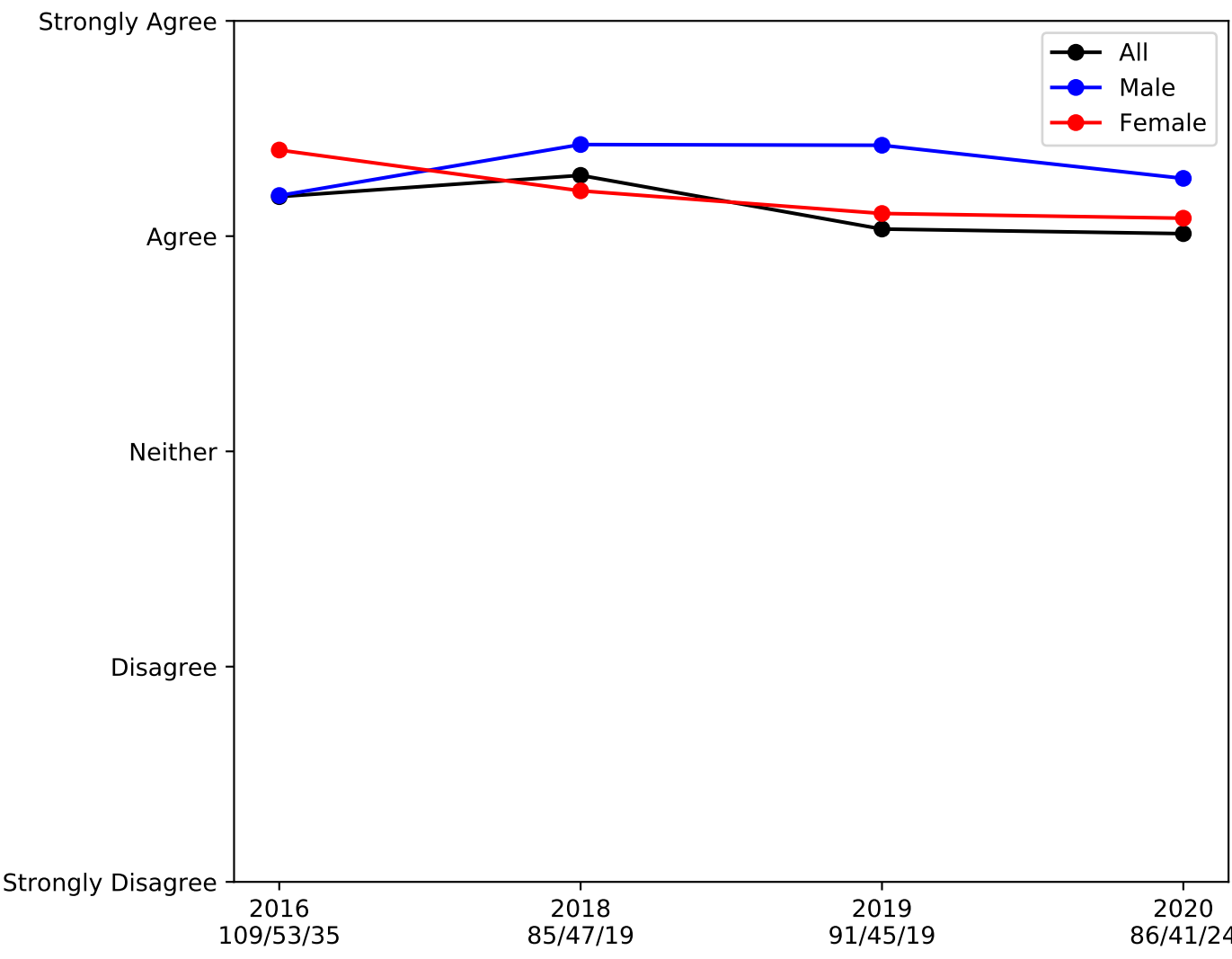
My immediate manager / supervisor supports me in becoming more effective in my job



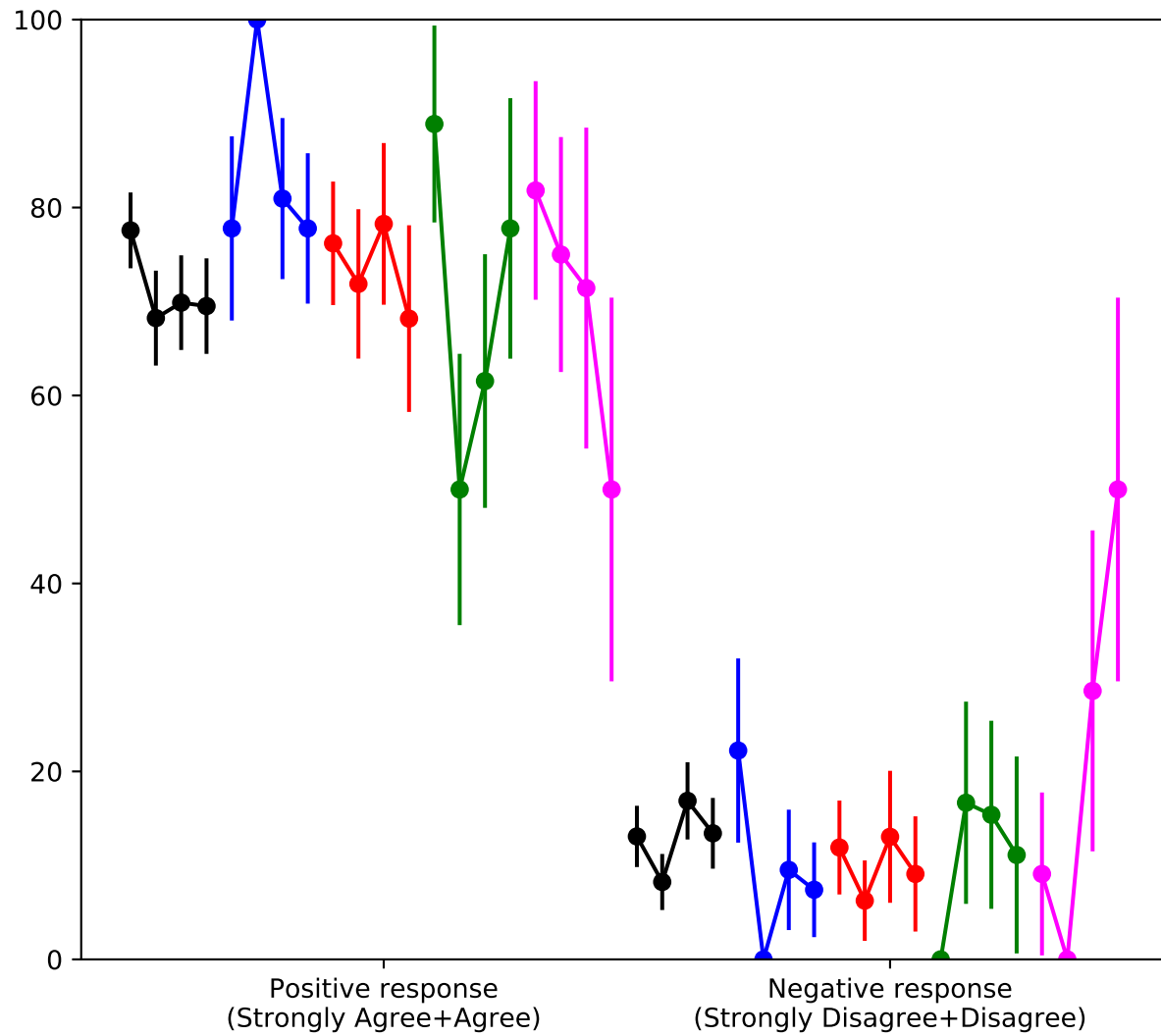
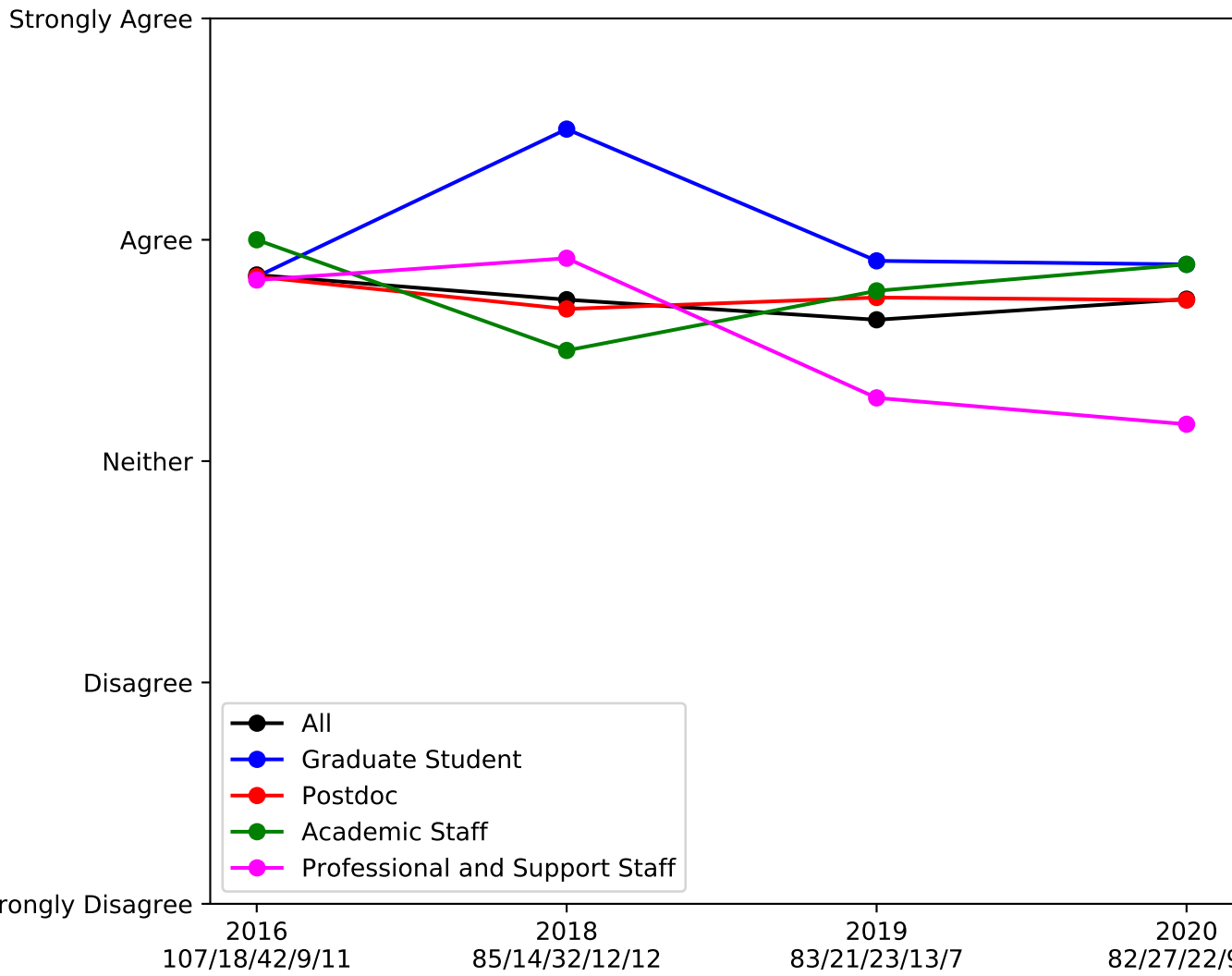
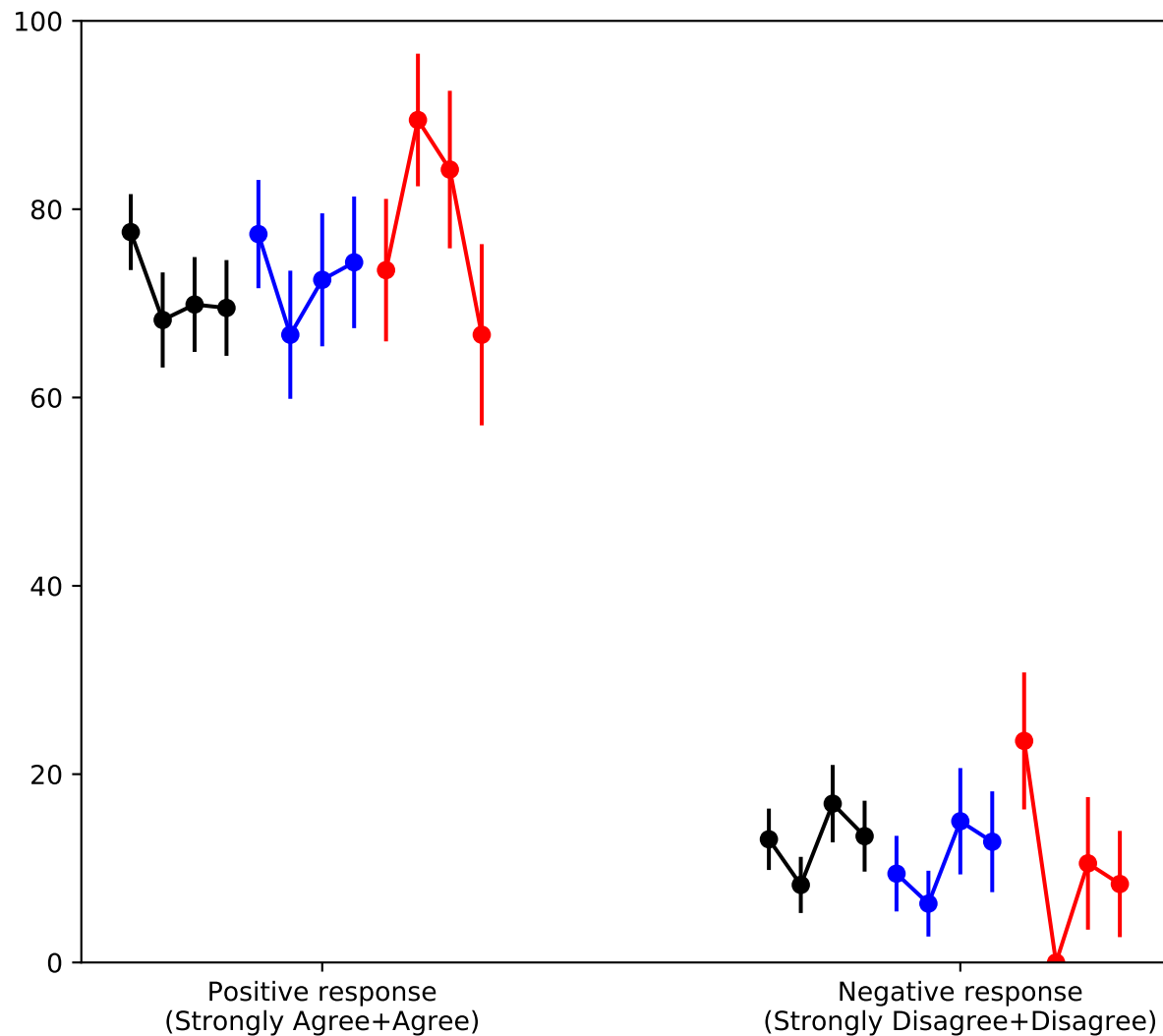
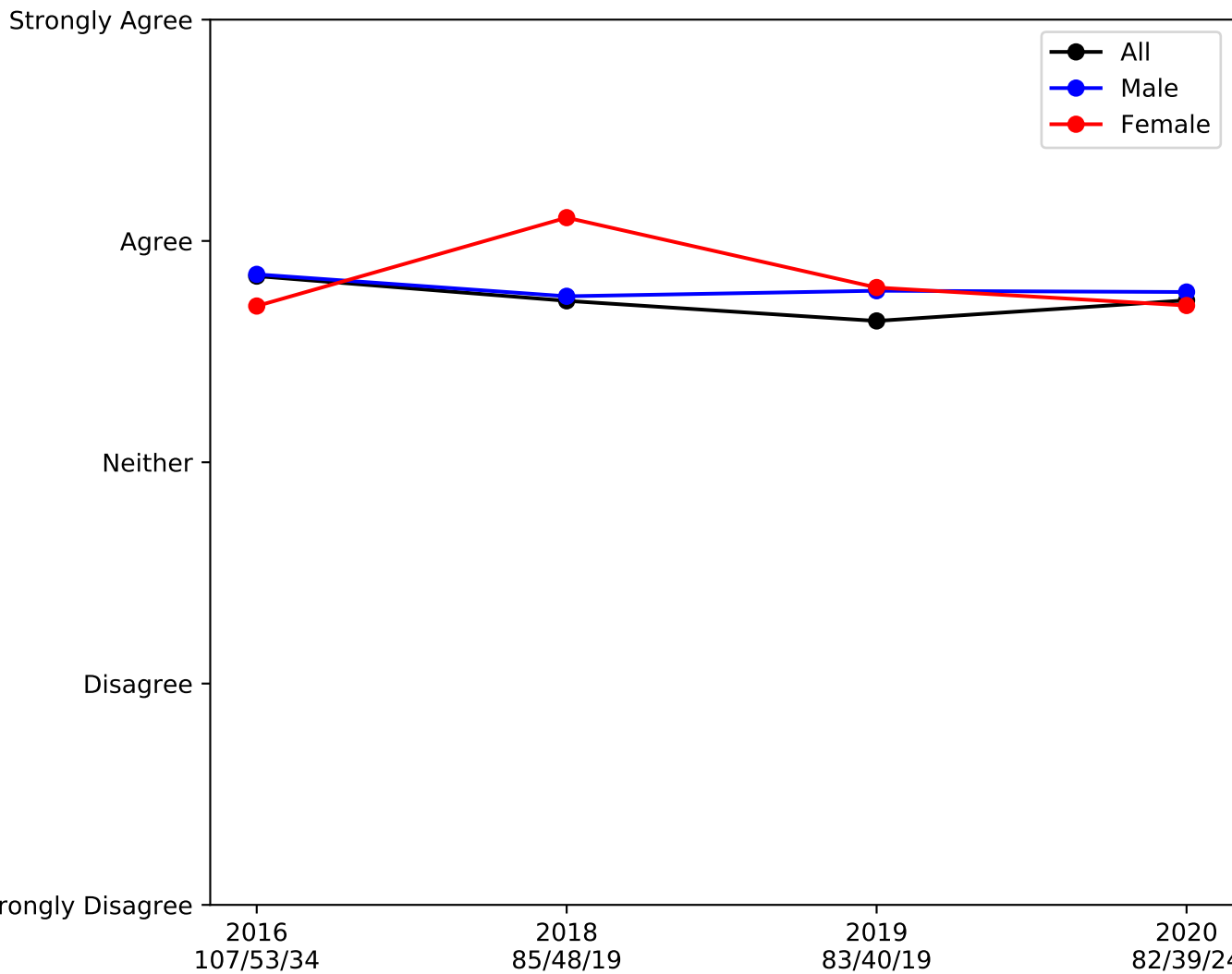
I feel able to speak up and give my views on the way things are done



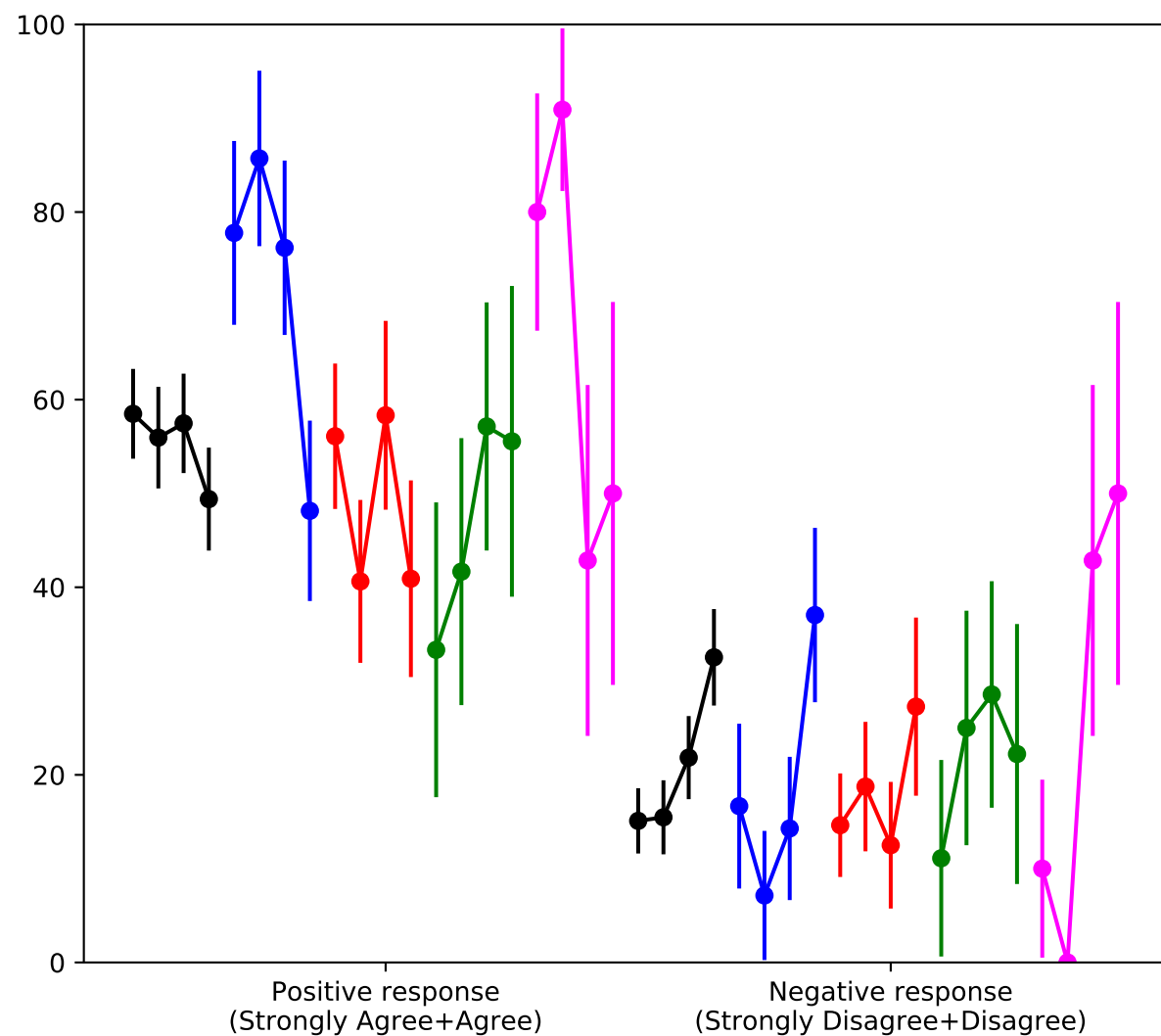
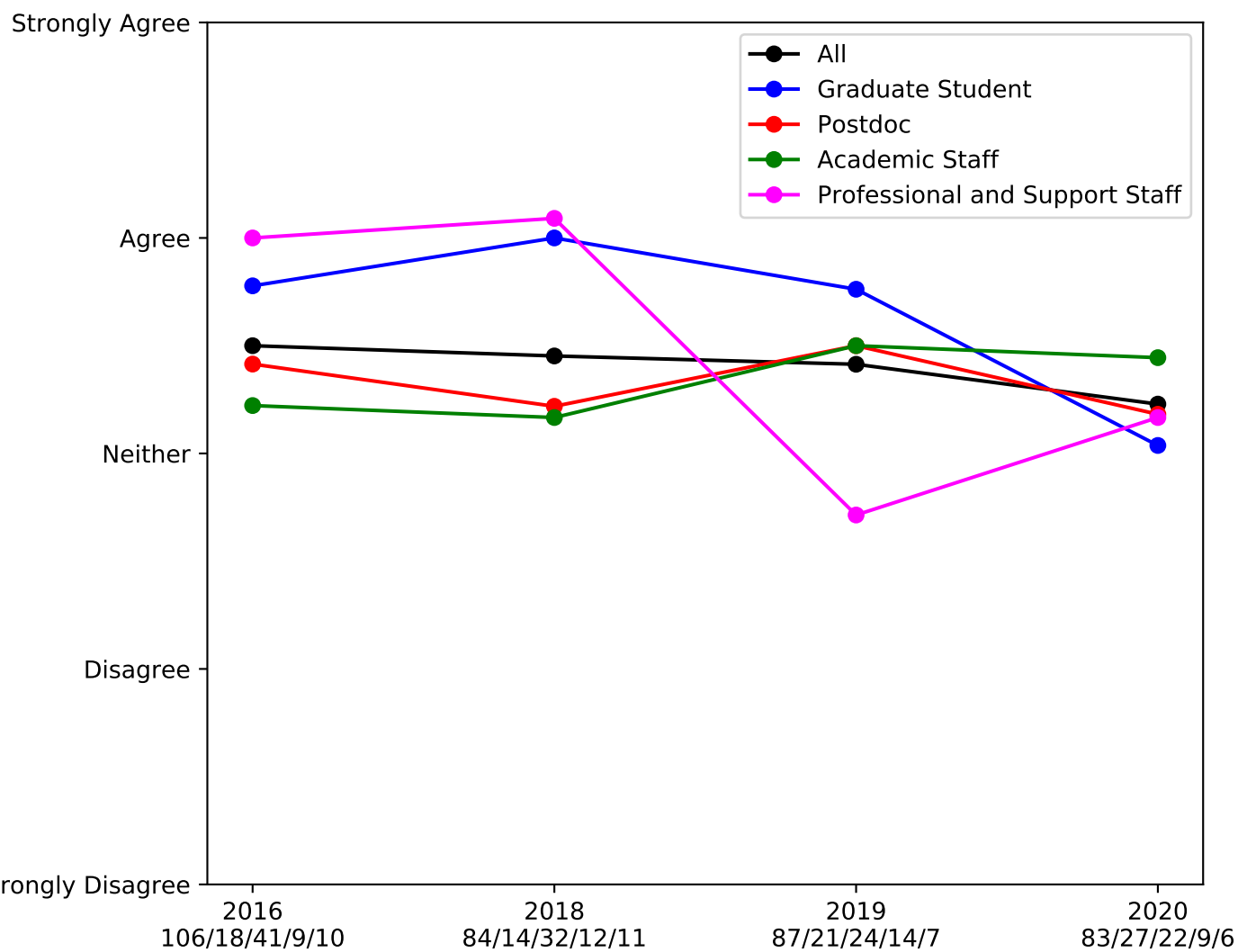
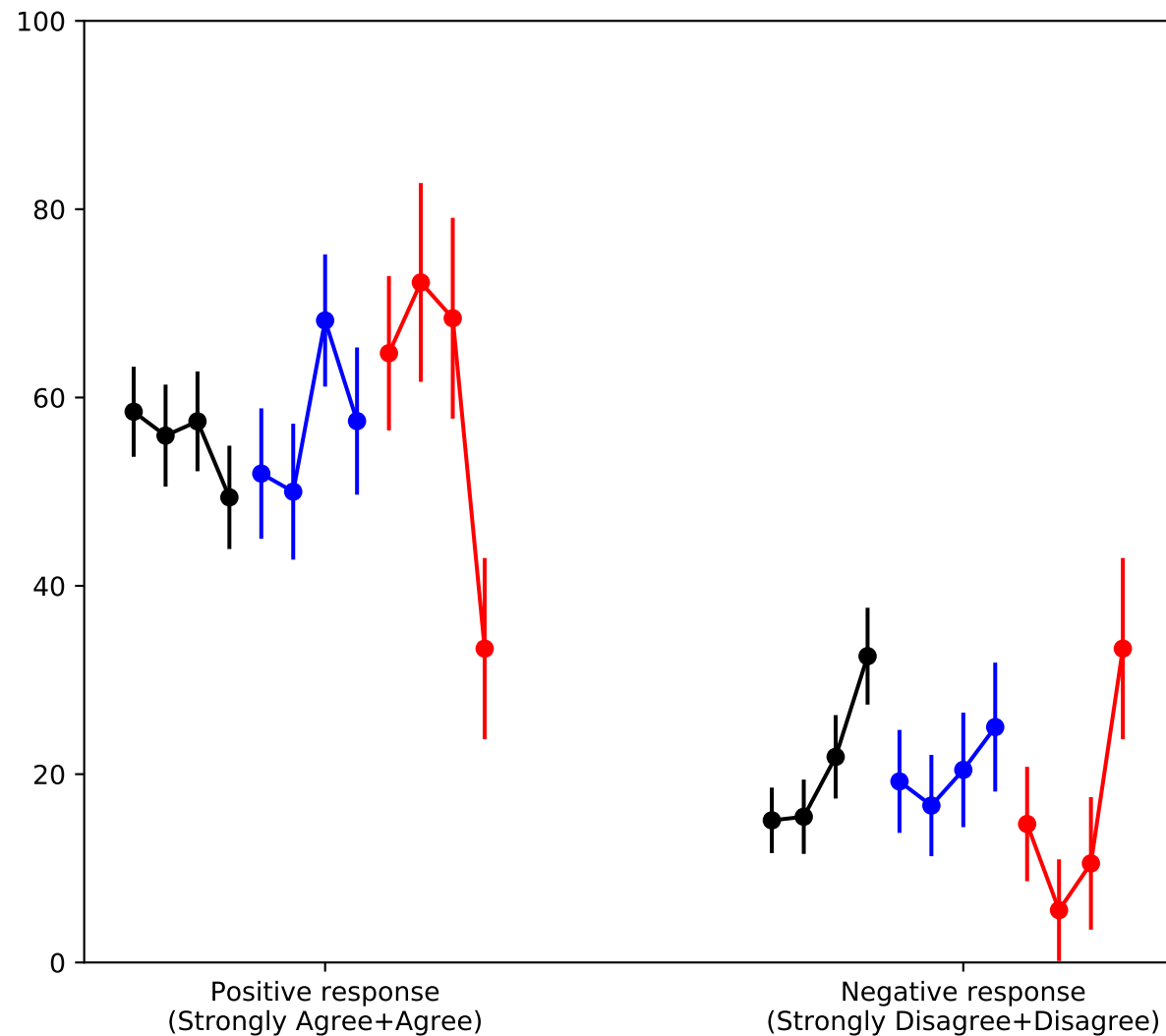
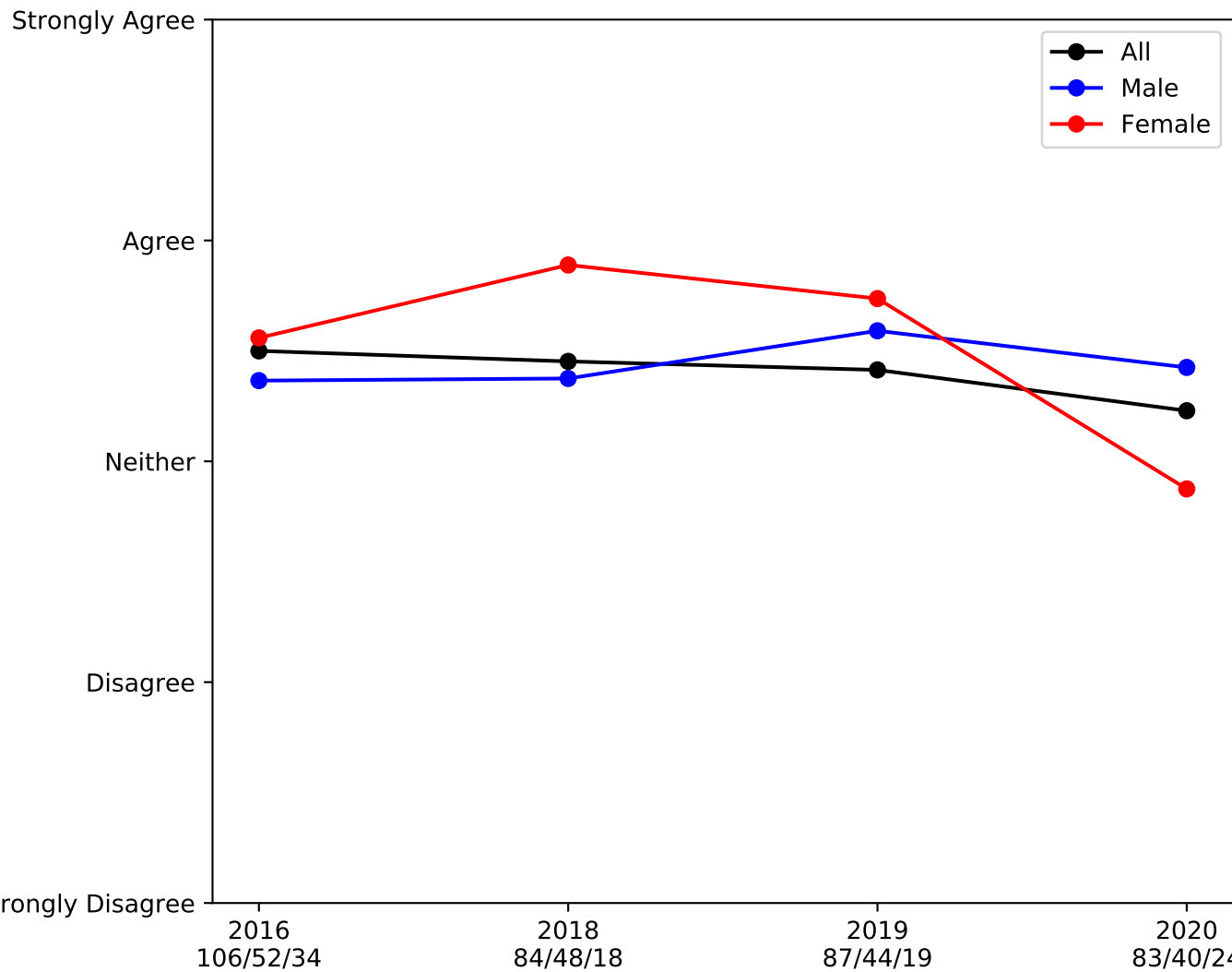
I would recommend the Institute as a great place to work



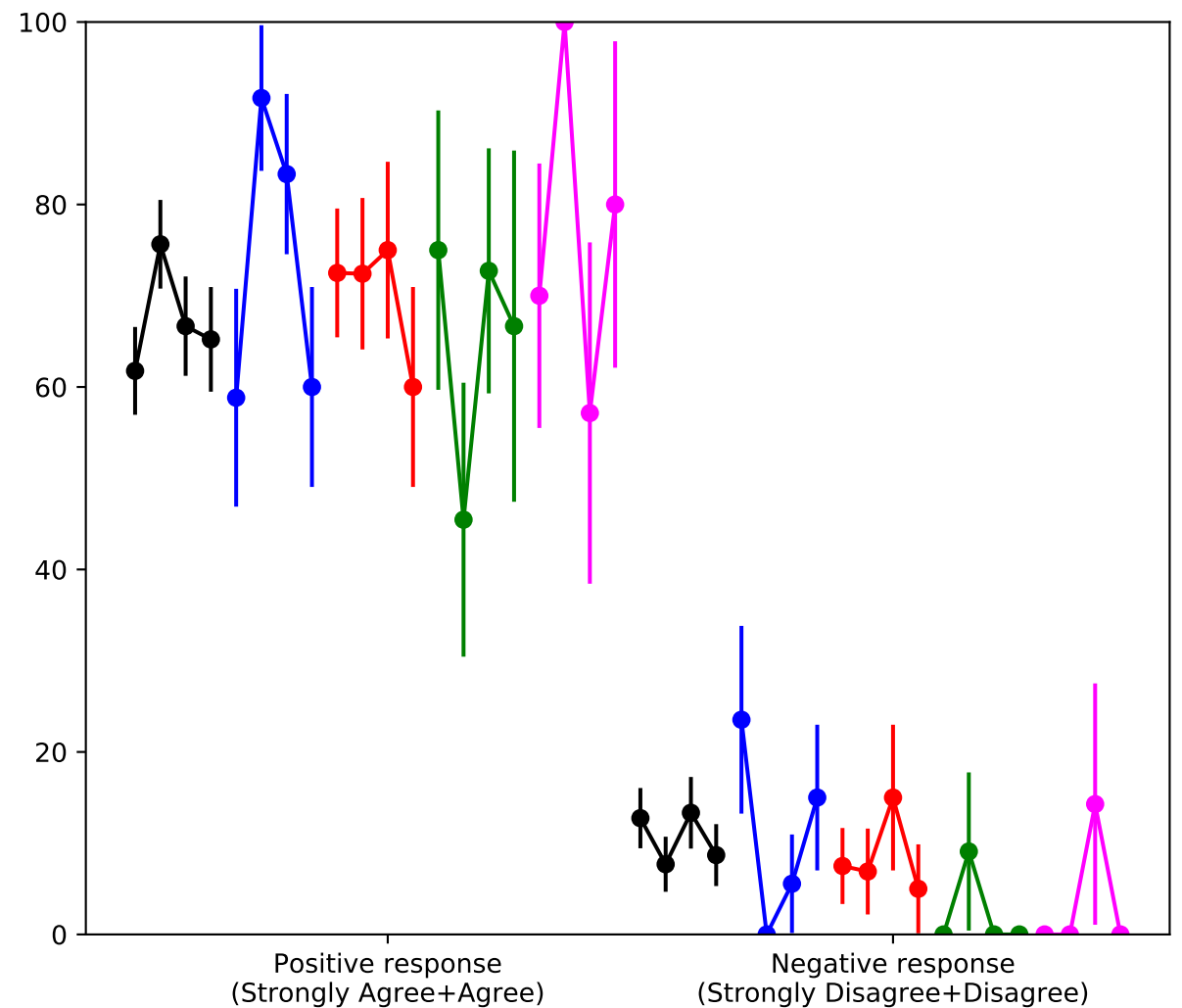
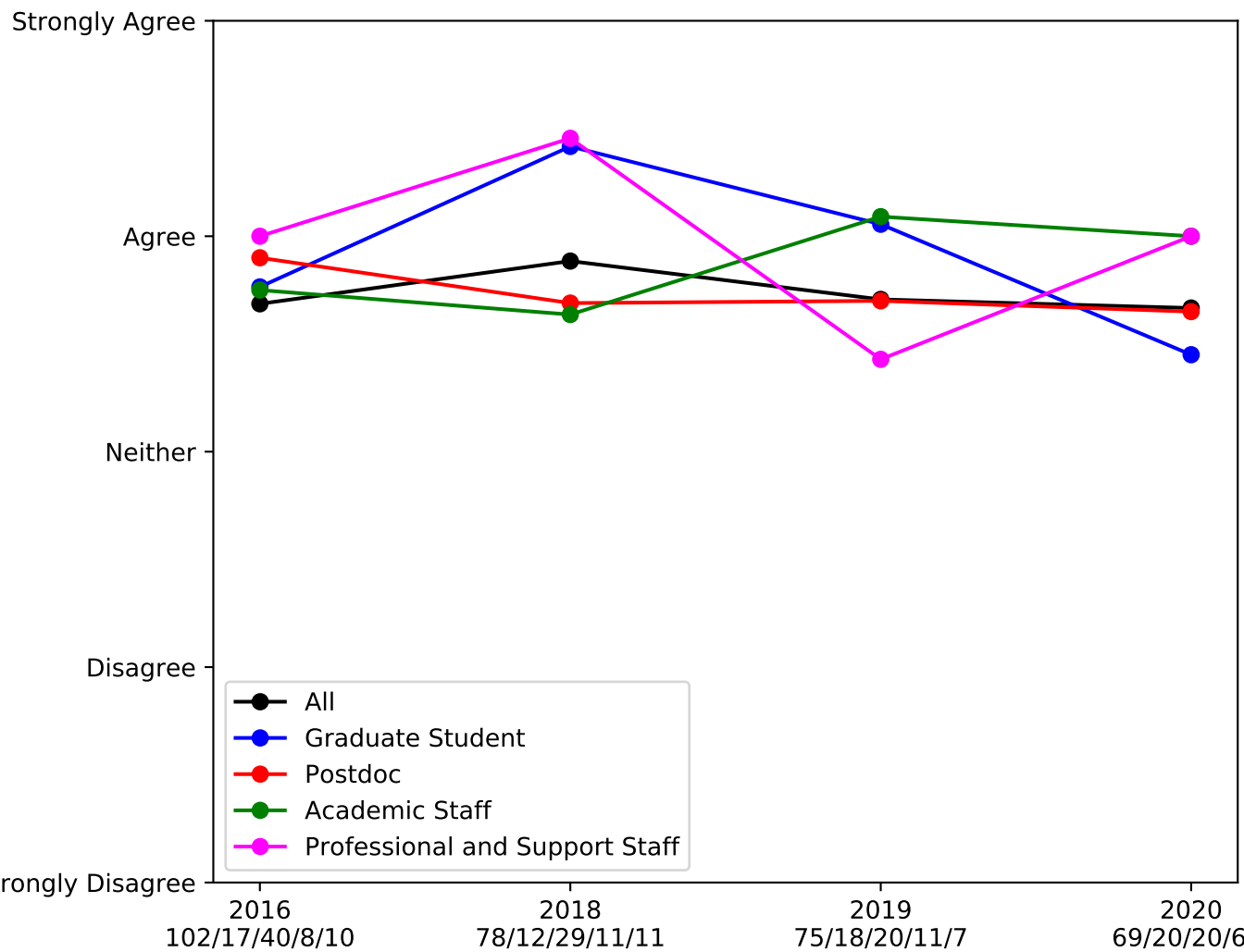
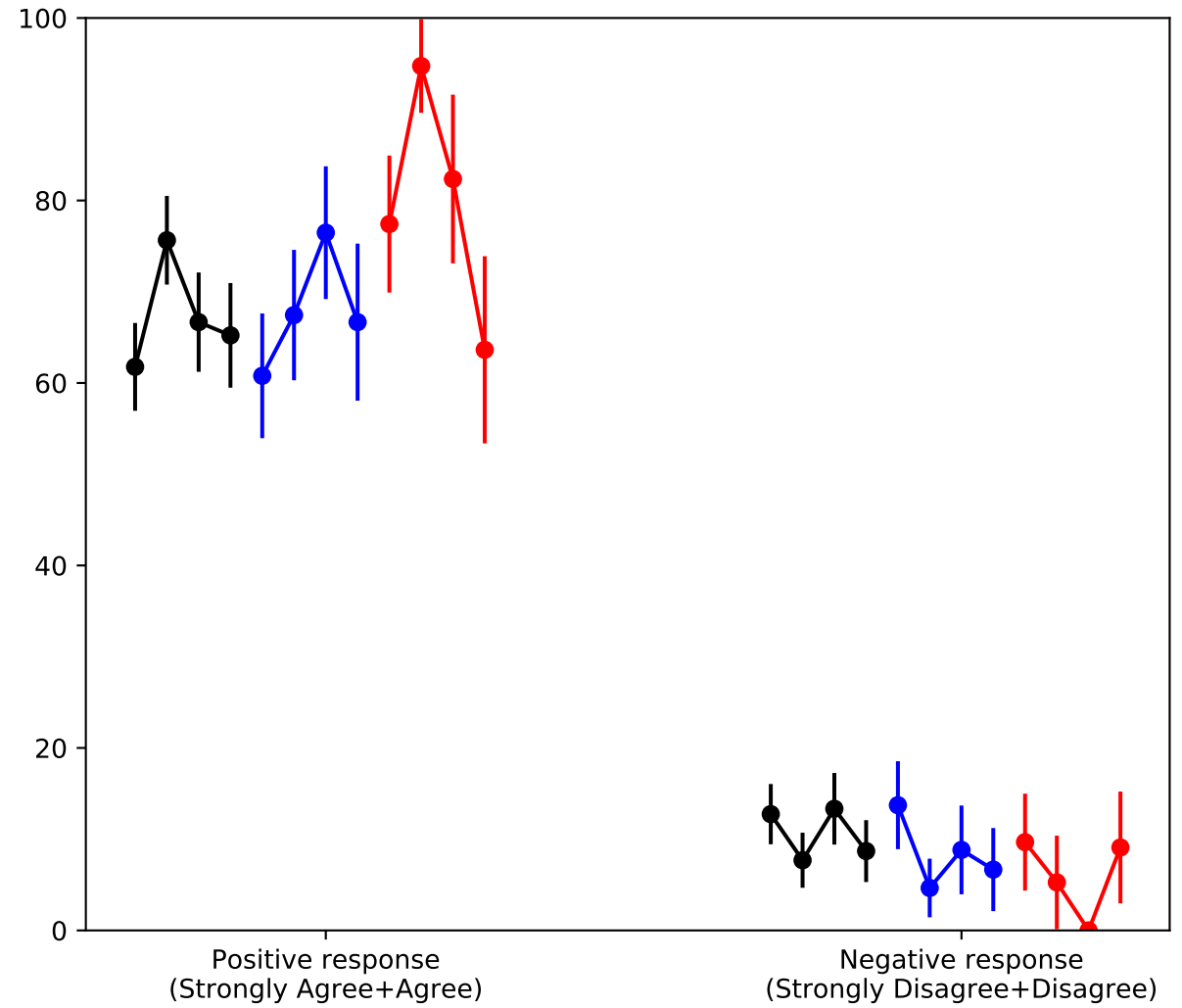
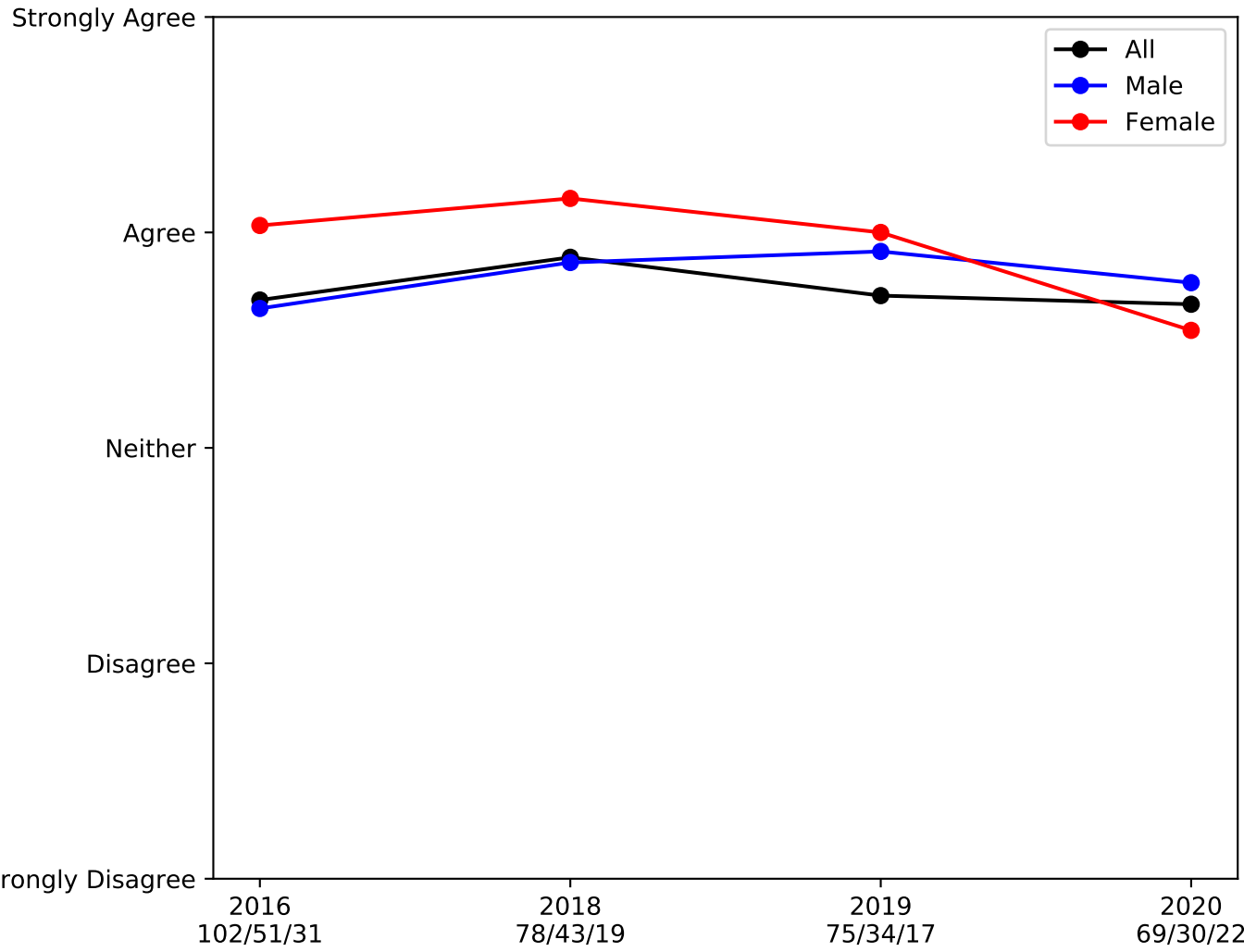
I am comfortable with the amount of work I am expected to do



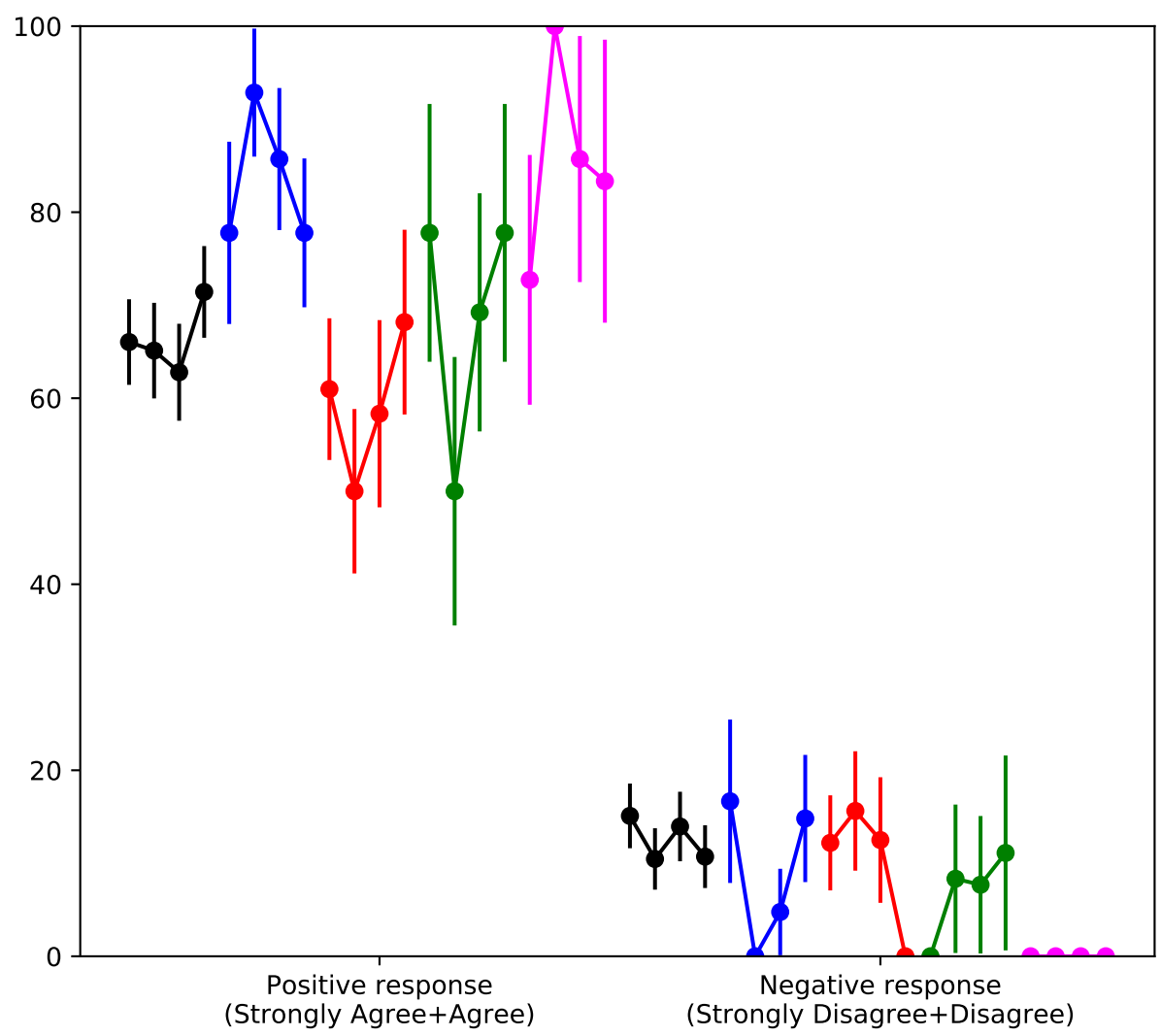
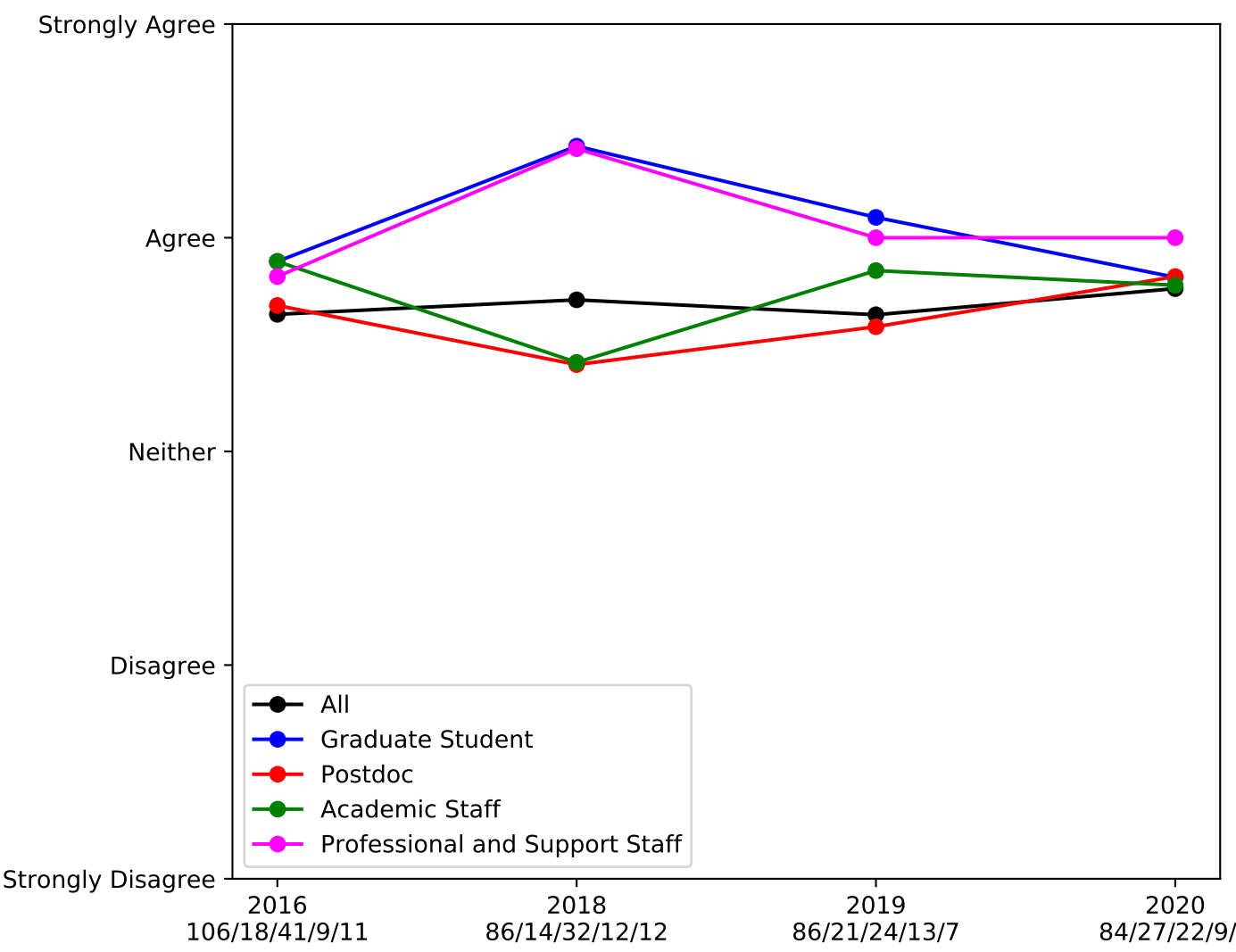
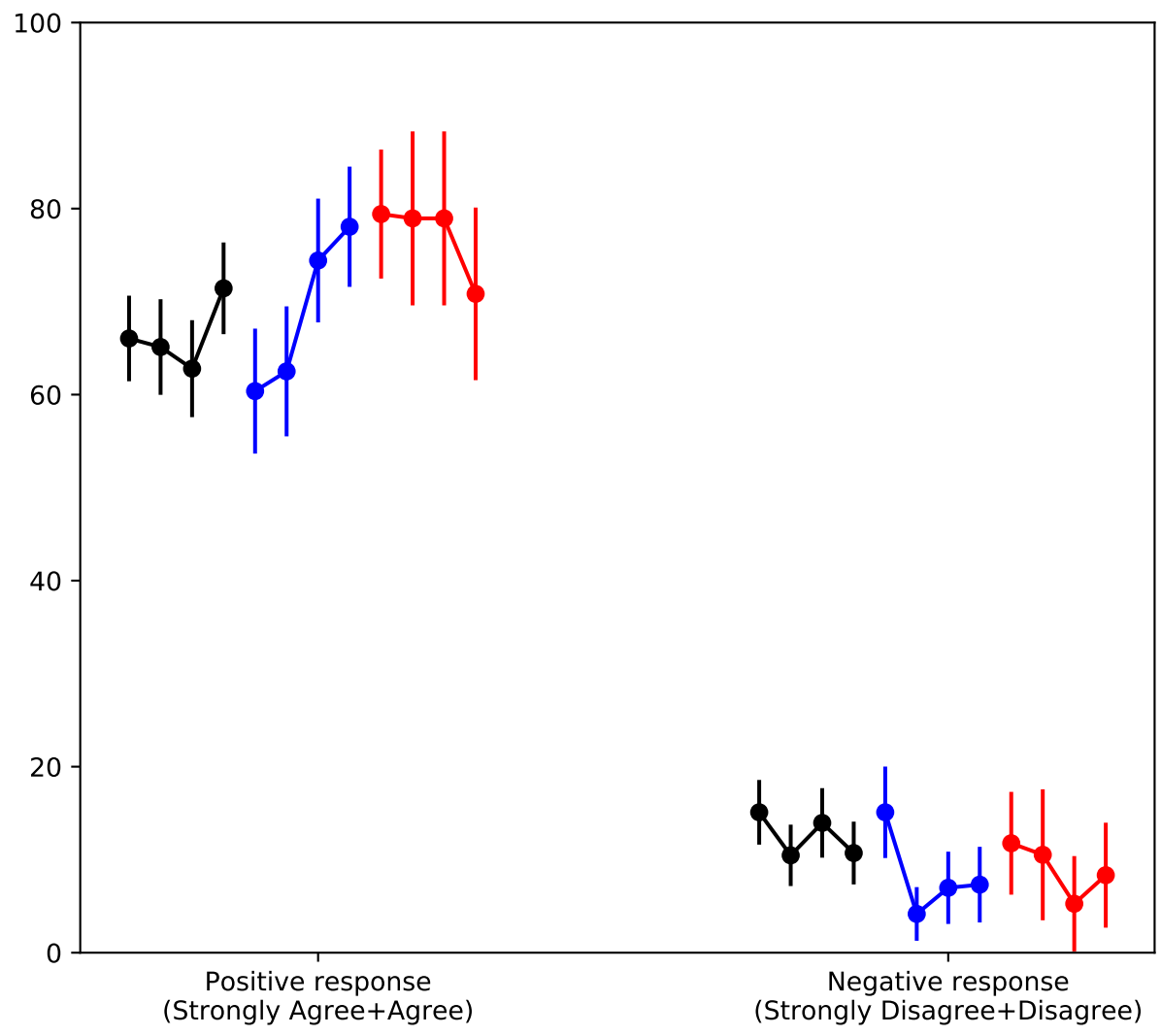
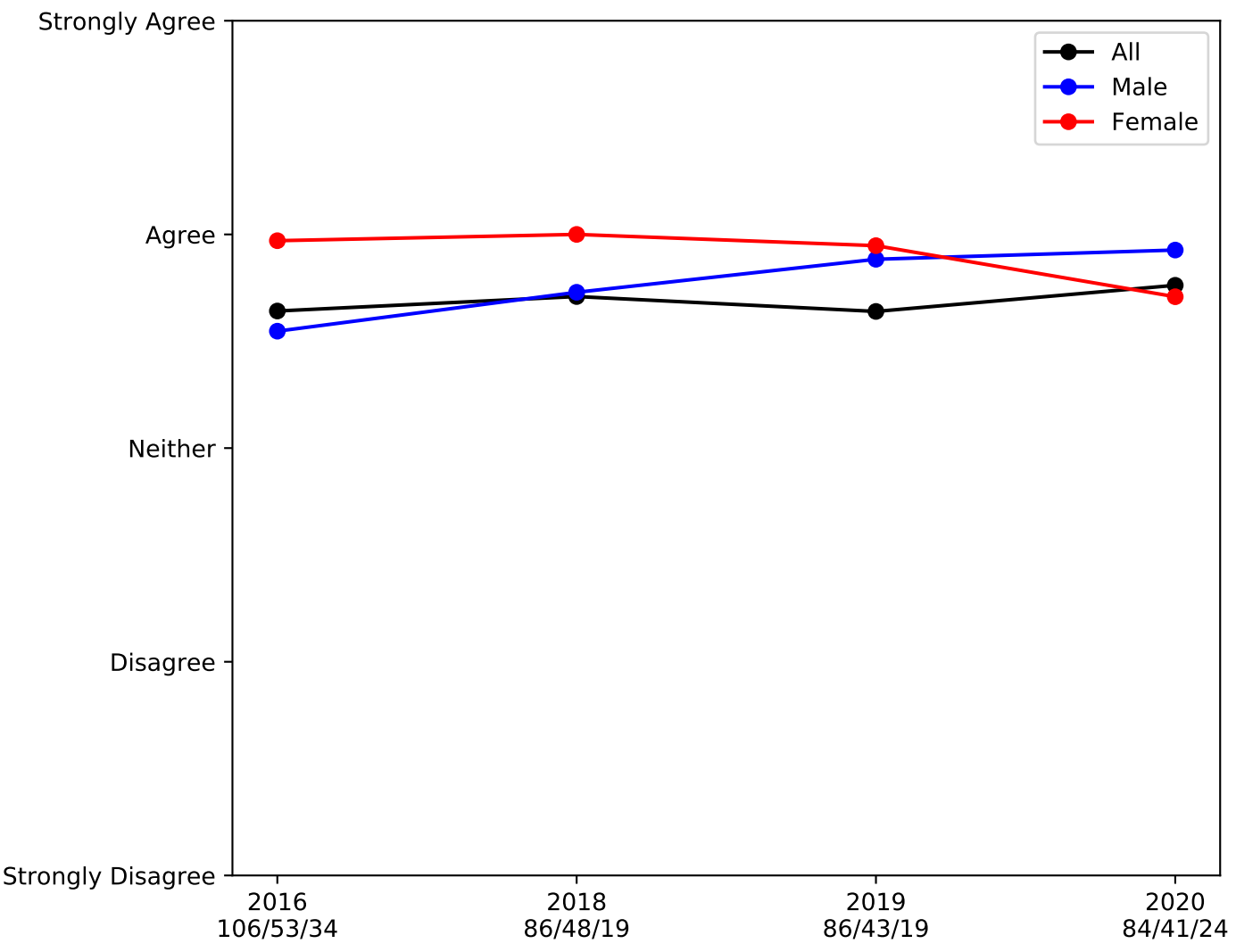
I am able to strike the right balance between my work and home life



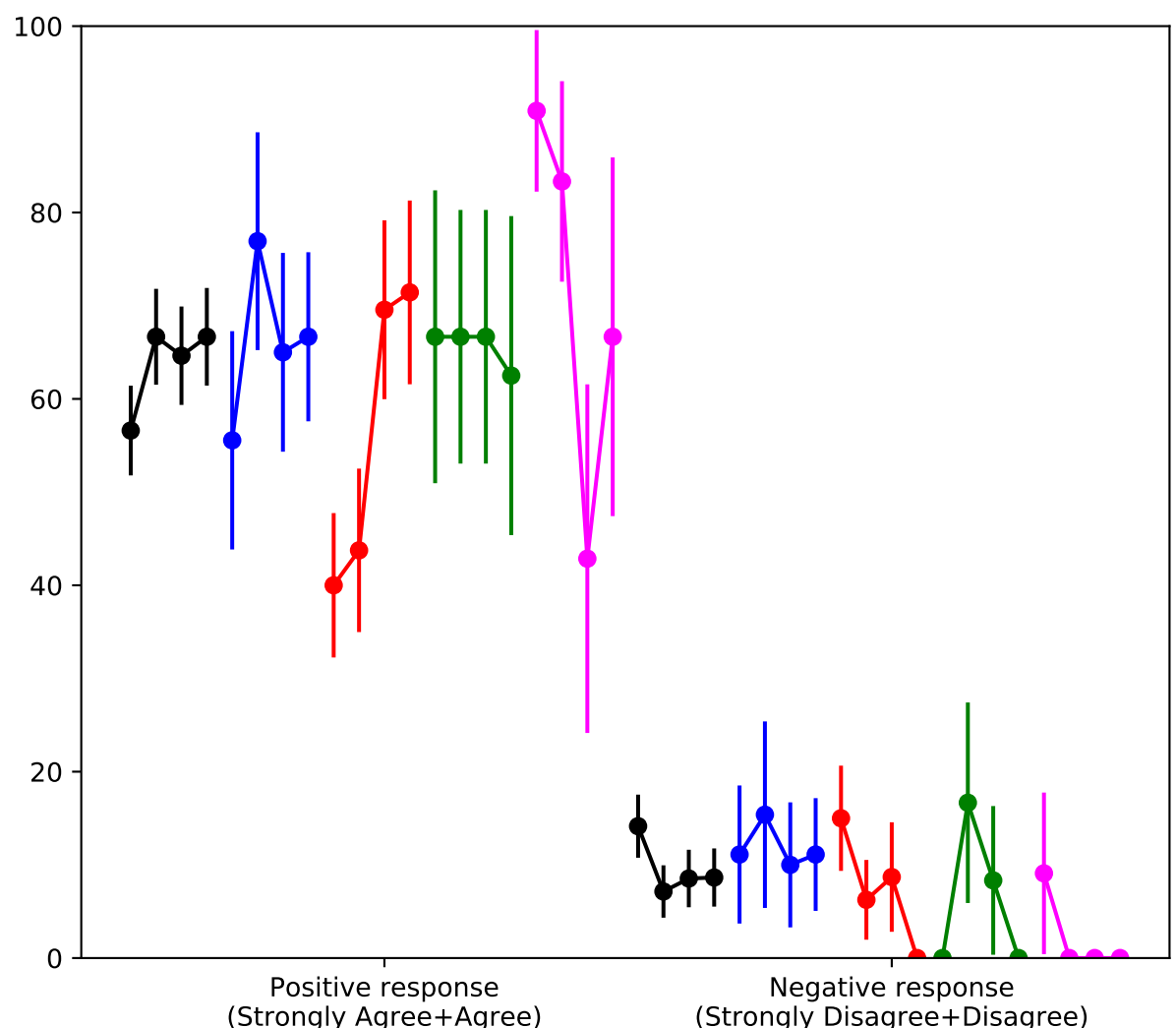
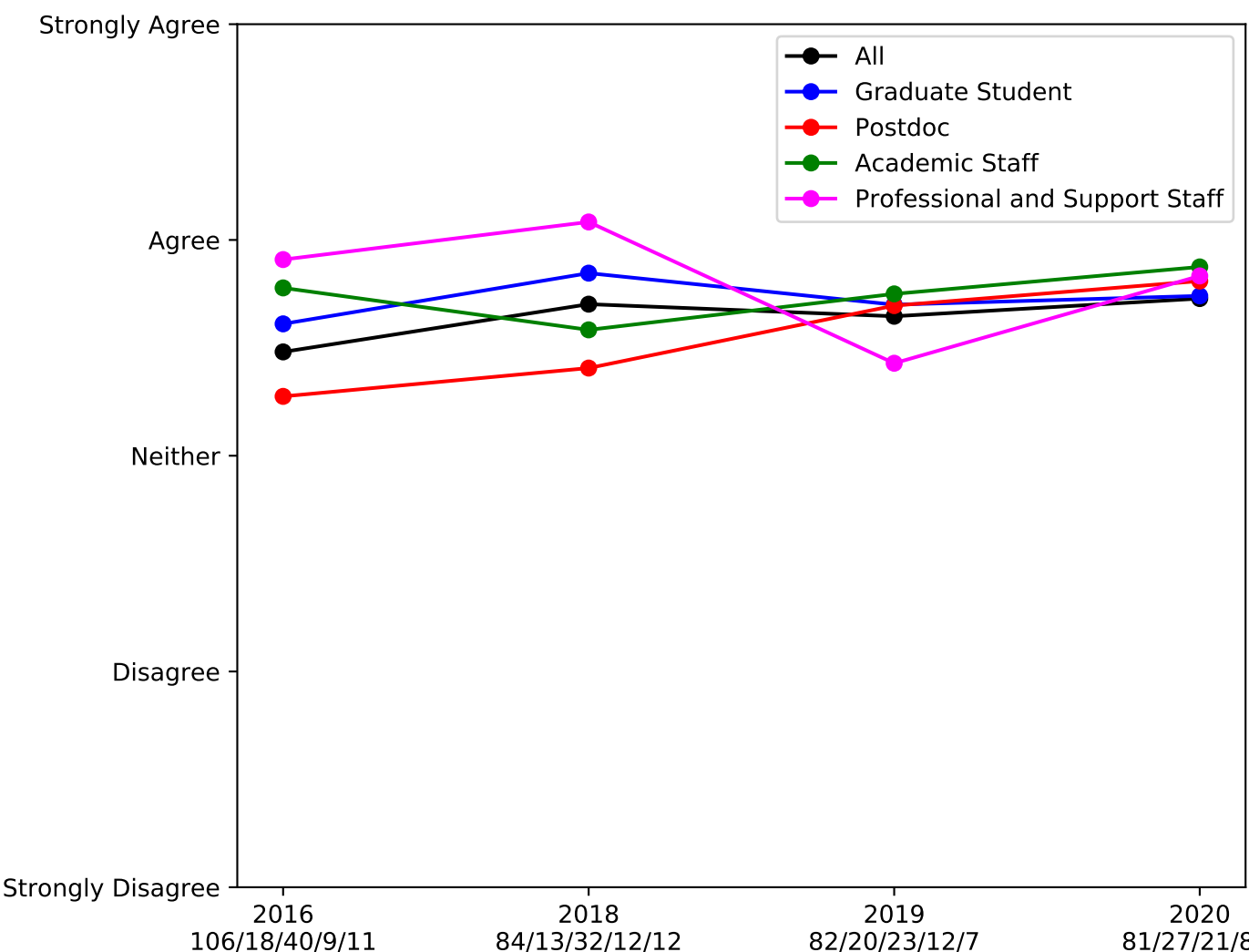
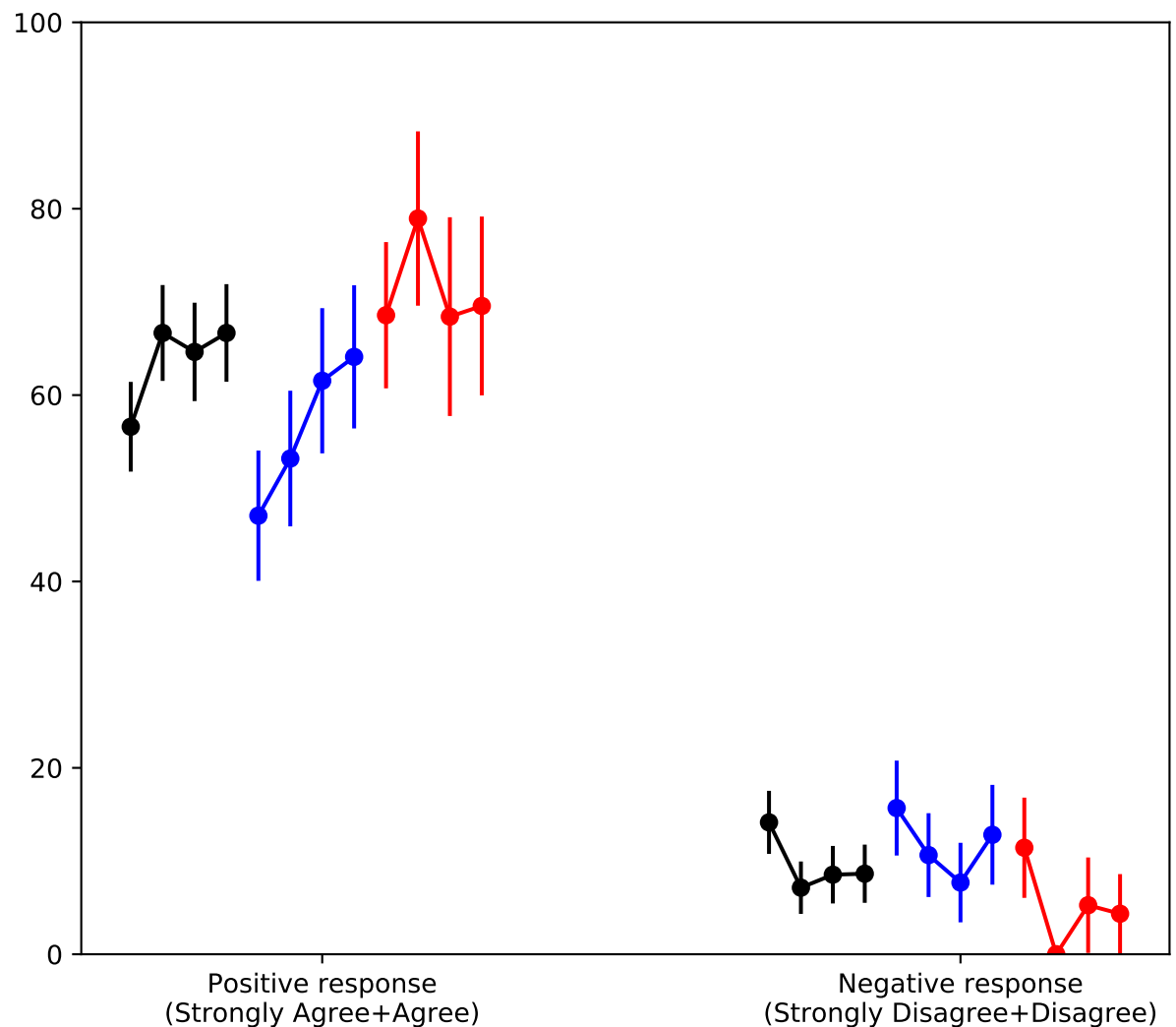
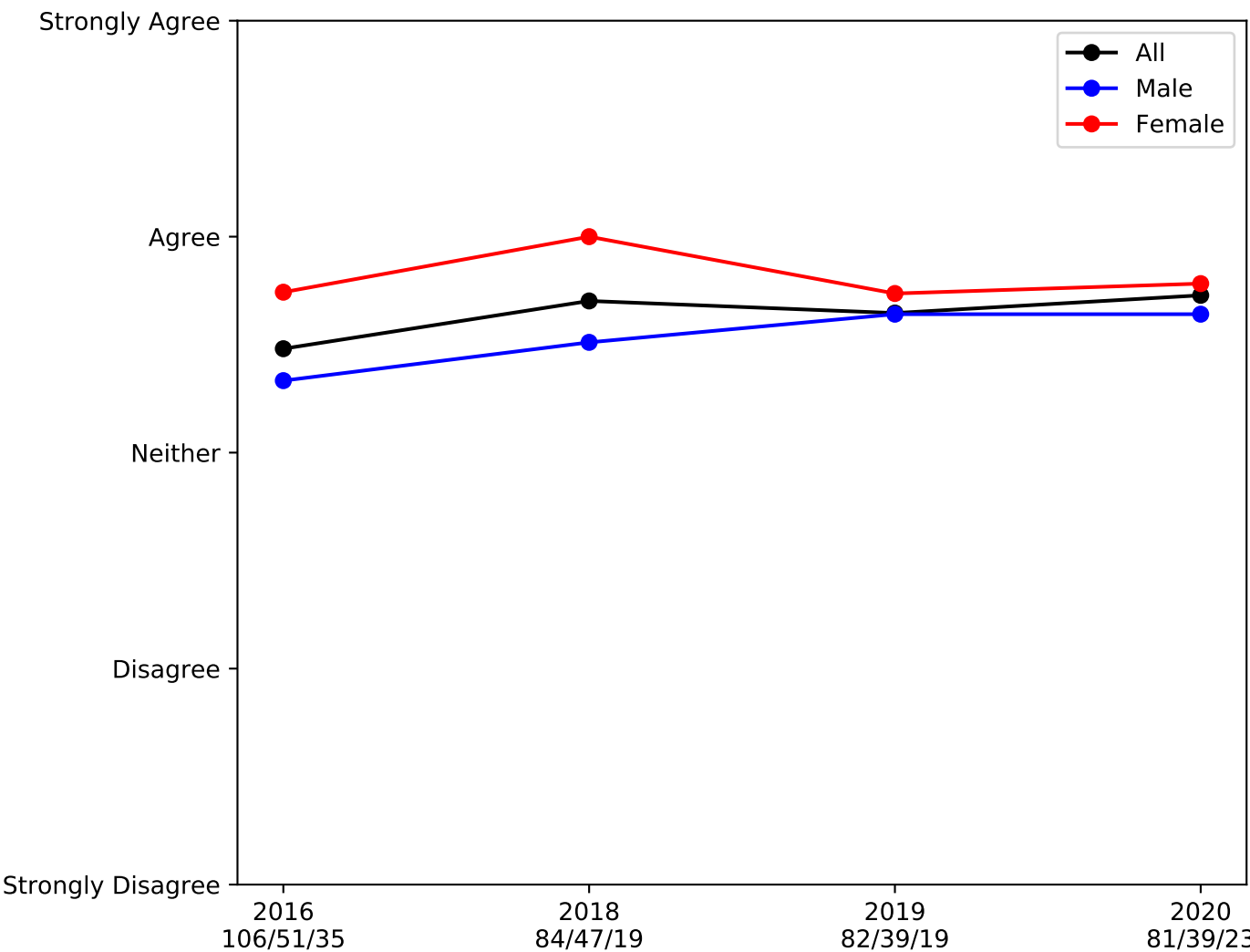
I am satisfied with the support the University offers to help me balance my work and home life (e.g. flexible working, part time working, information about University wide schemes such as Returning Carers)



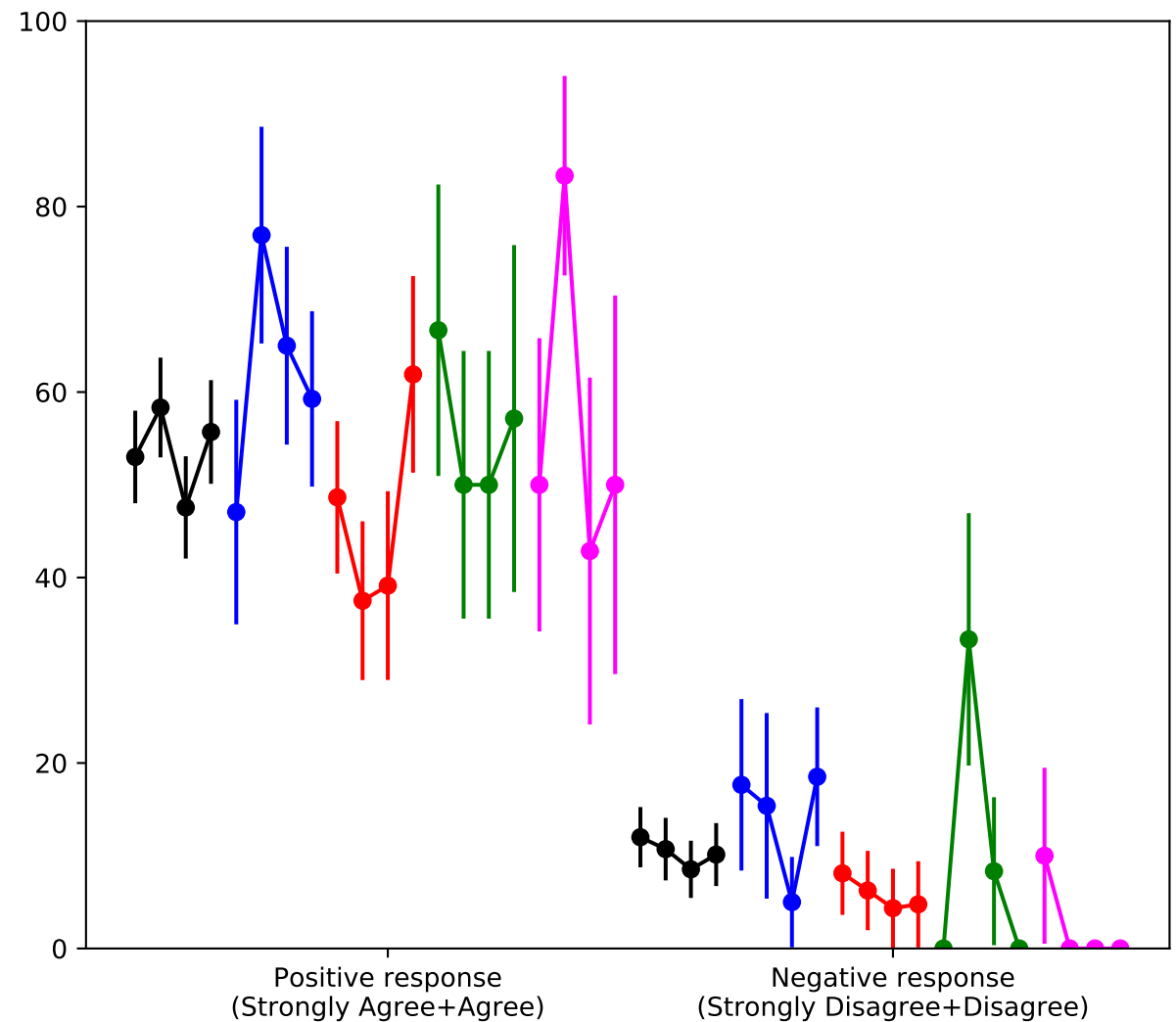
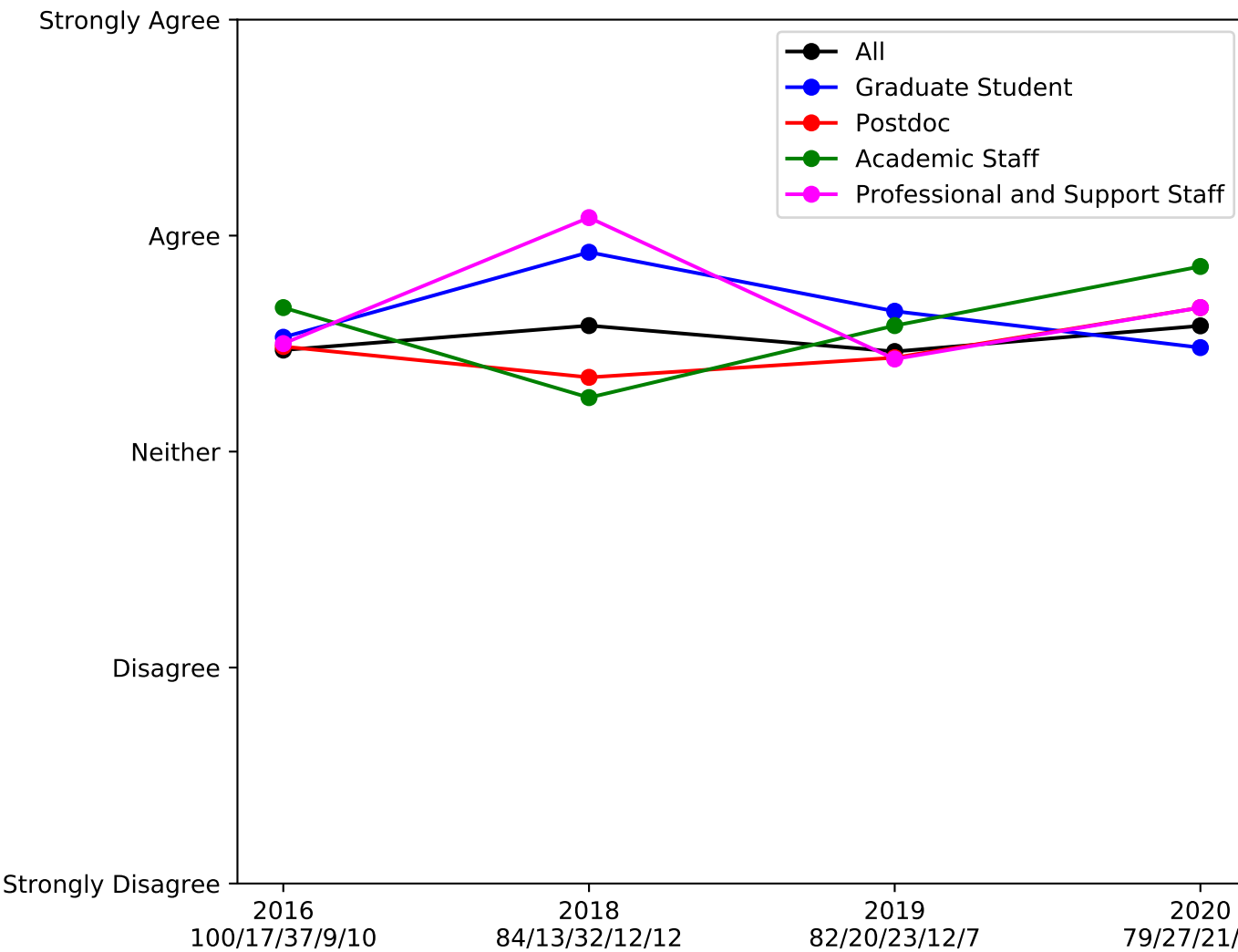
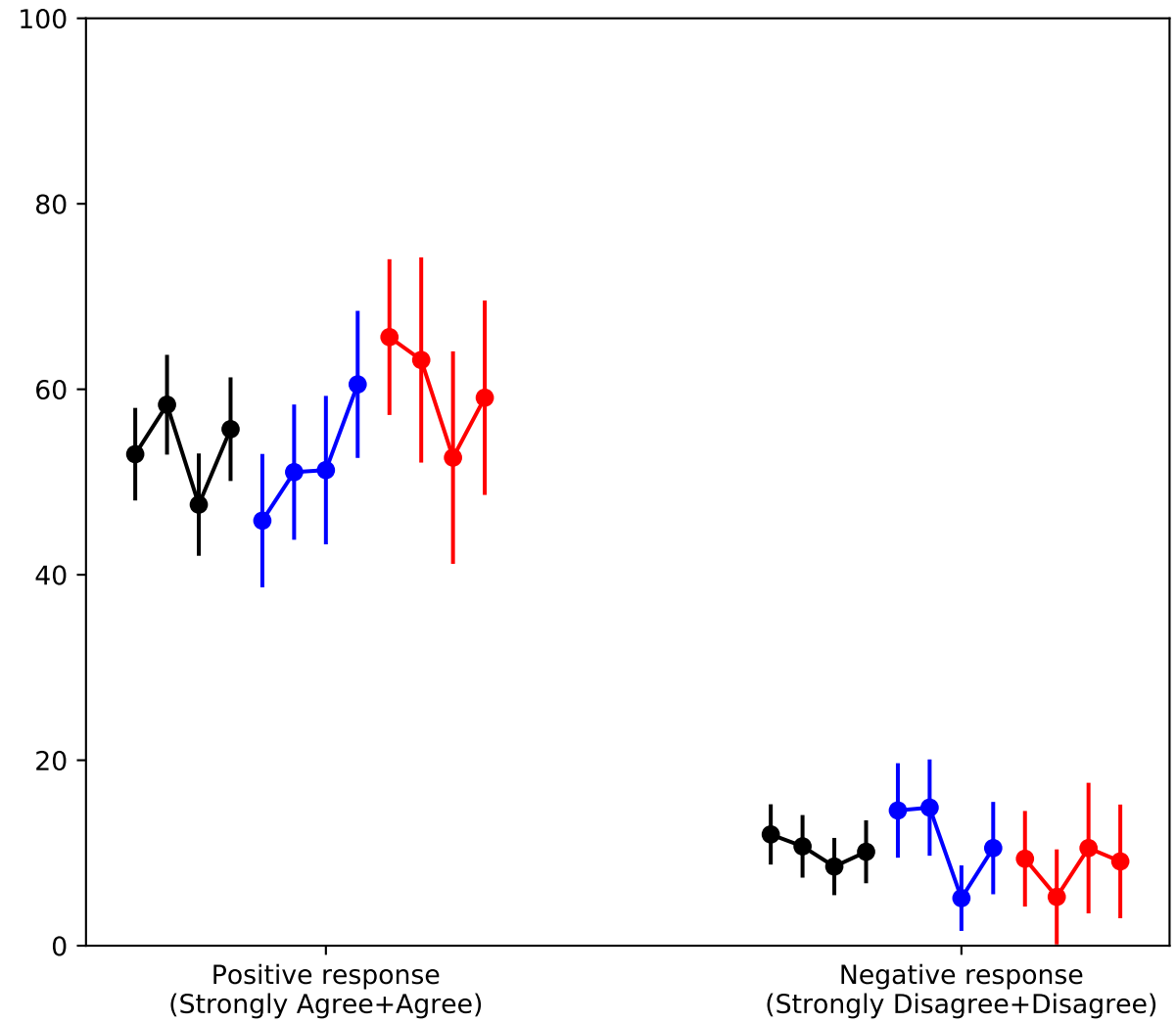
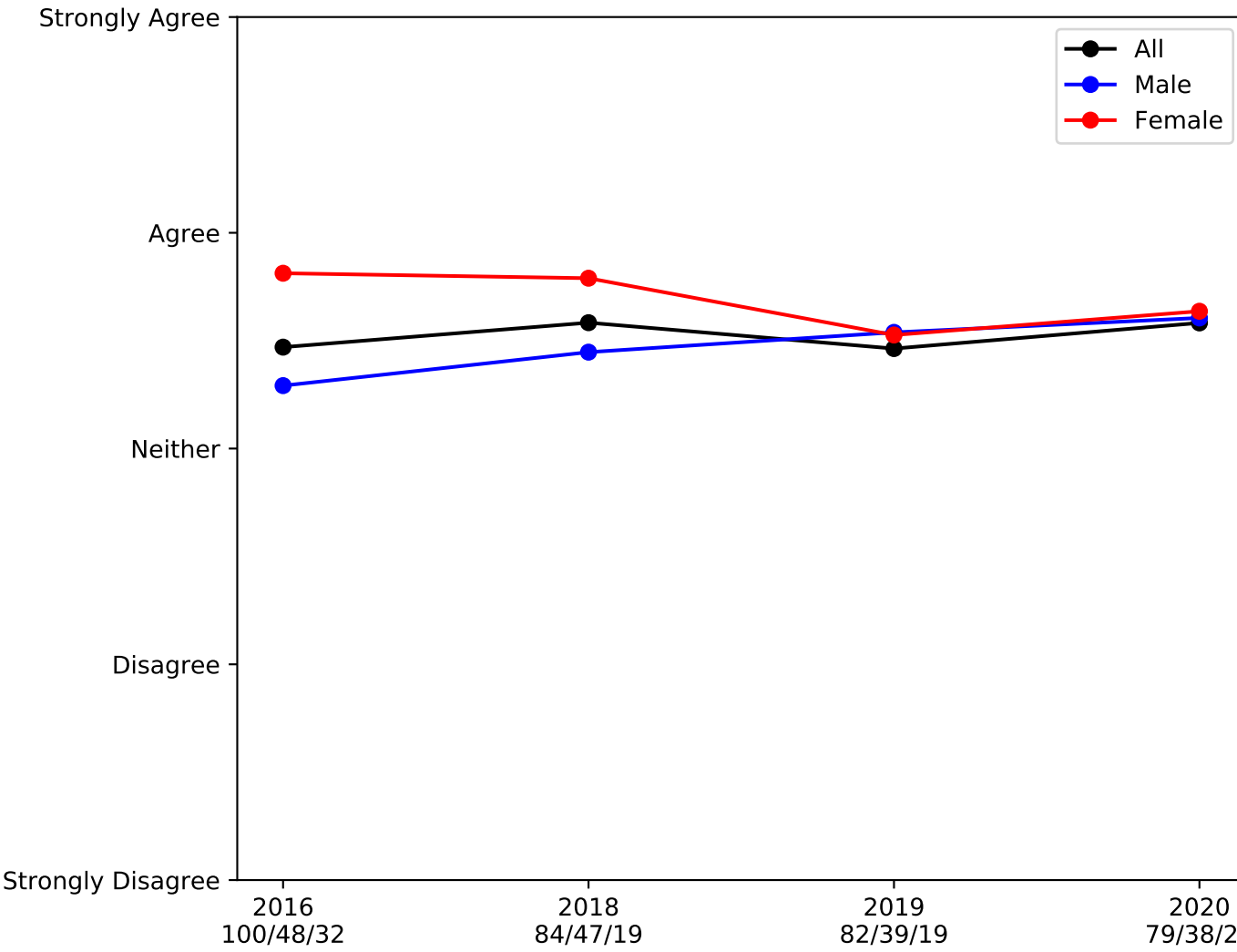
I think the Institute cares about my health and wellbeing



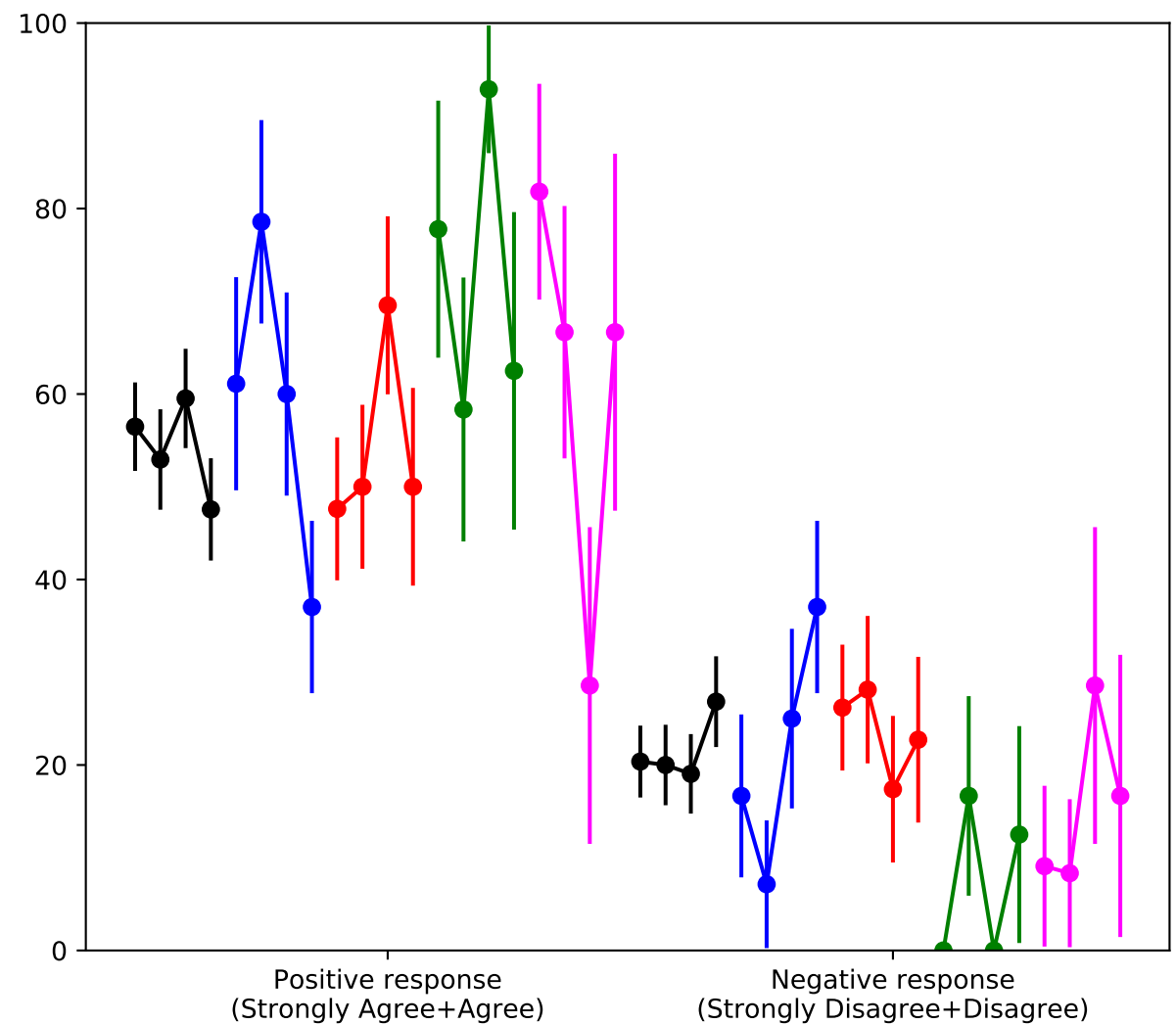
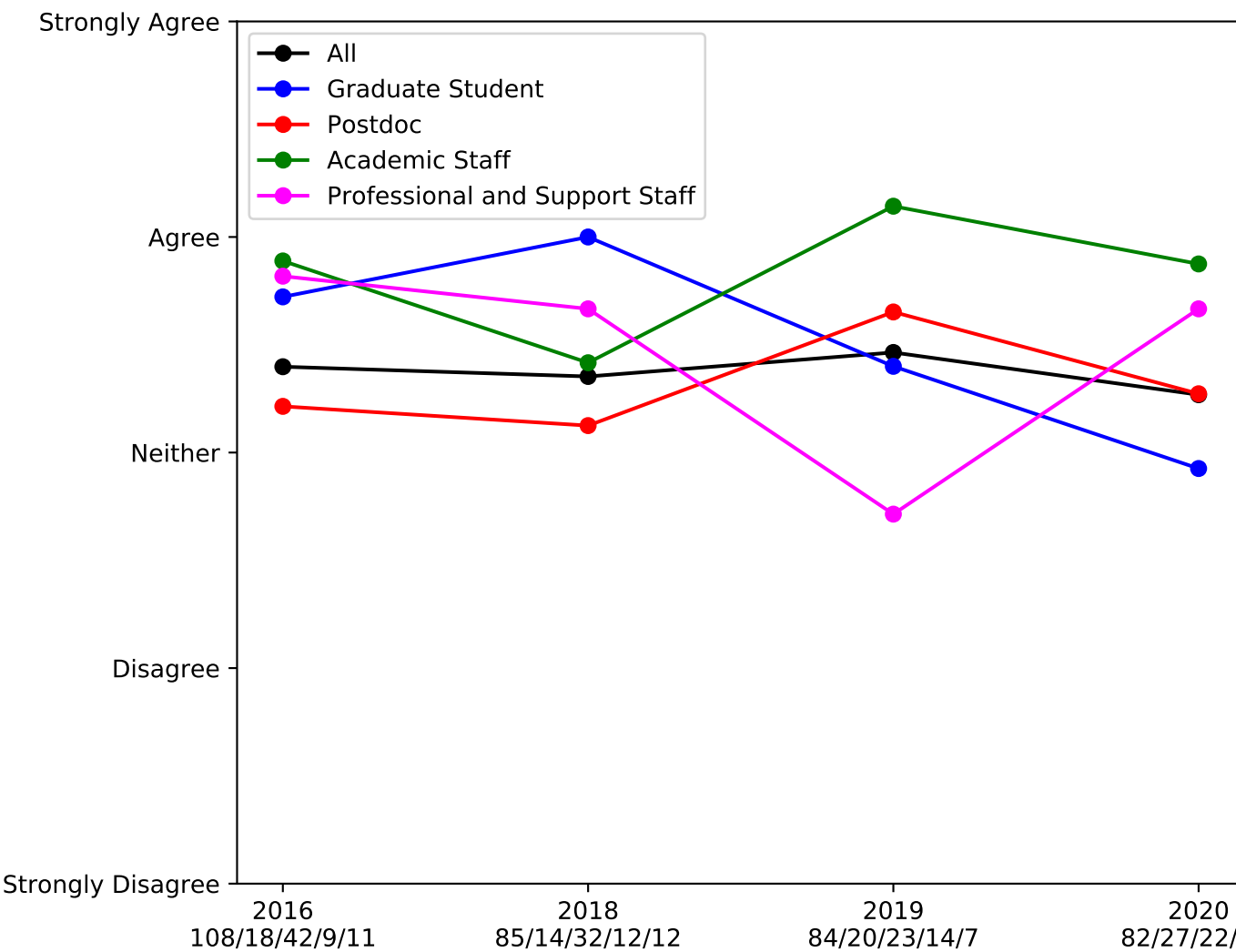
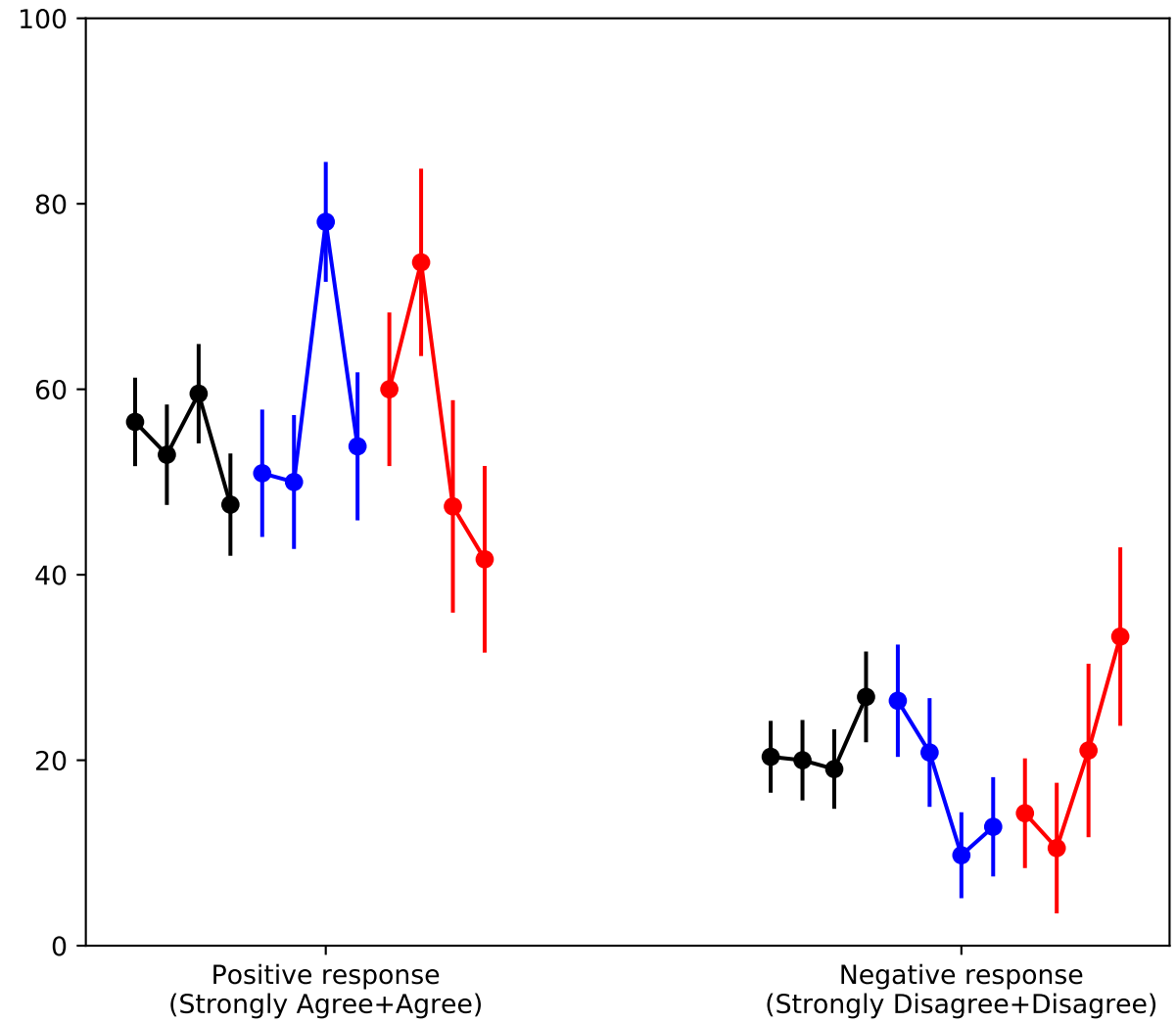
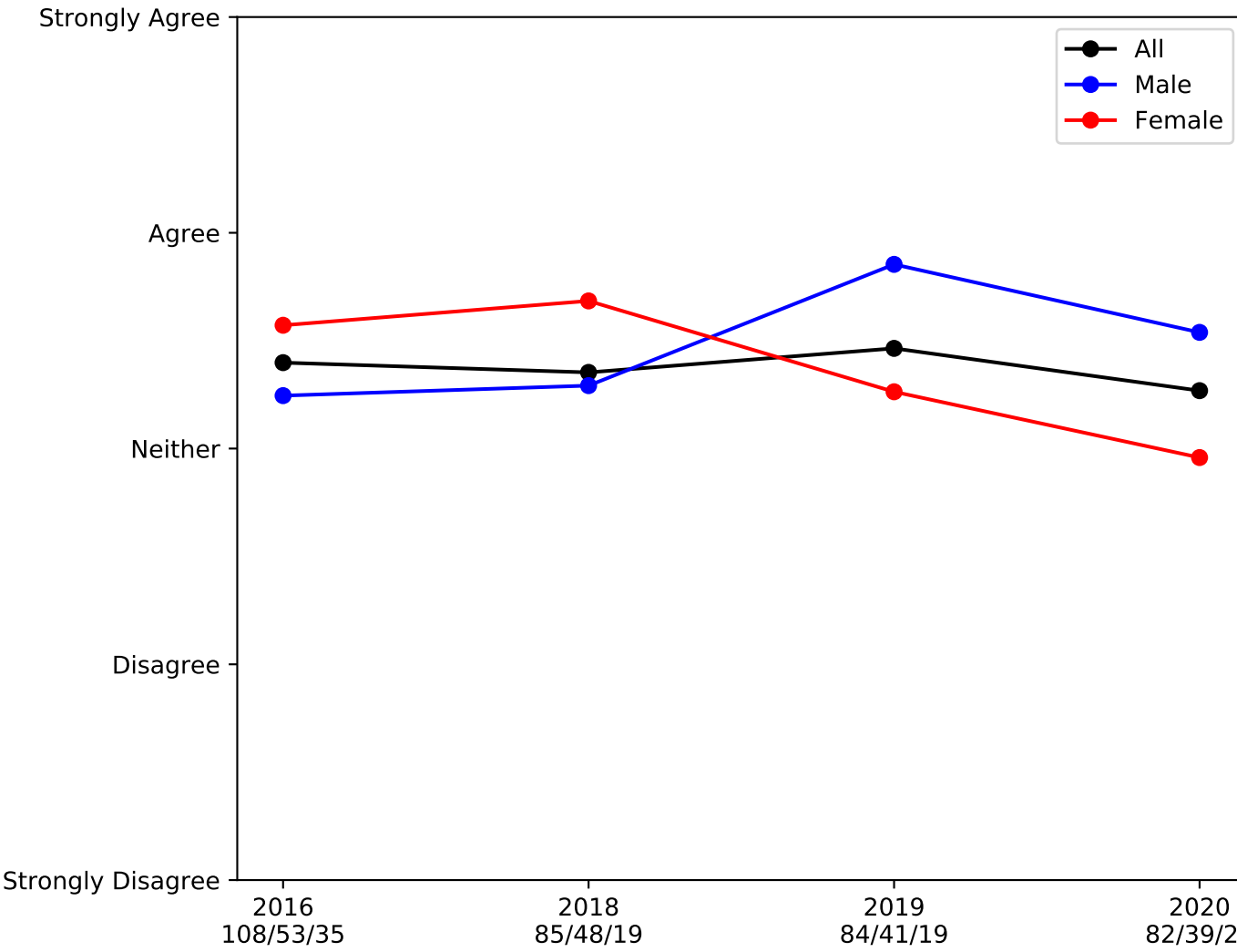
I am aware of what the University and/or my College can offer me in terms of health and wellbeing



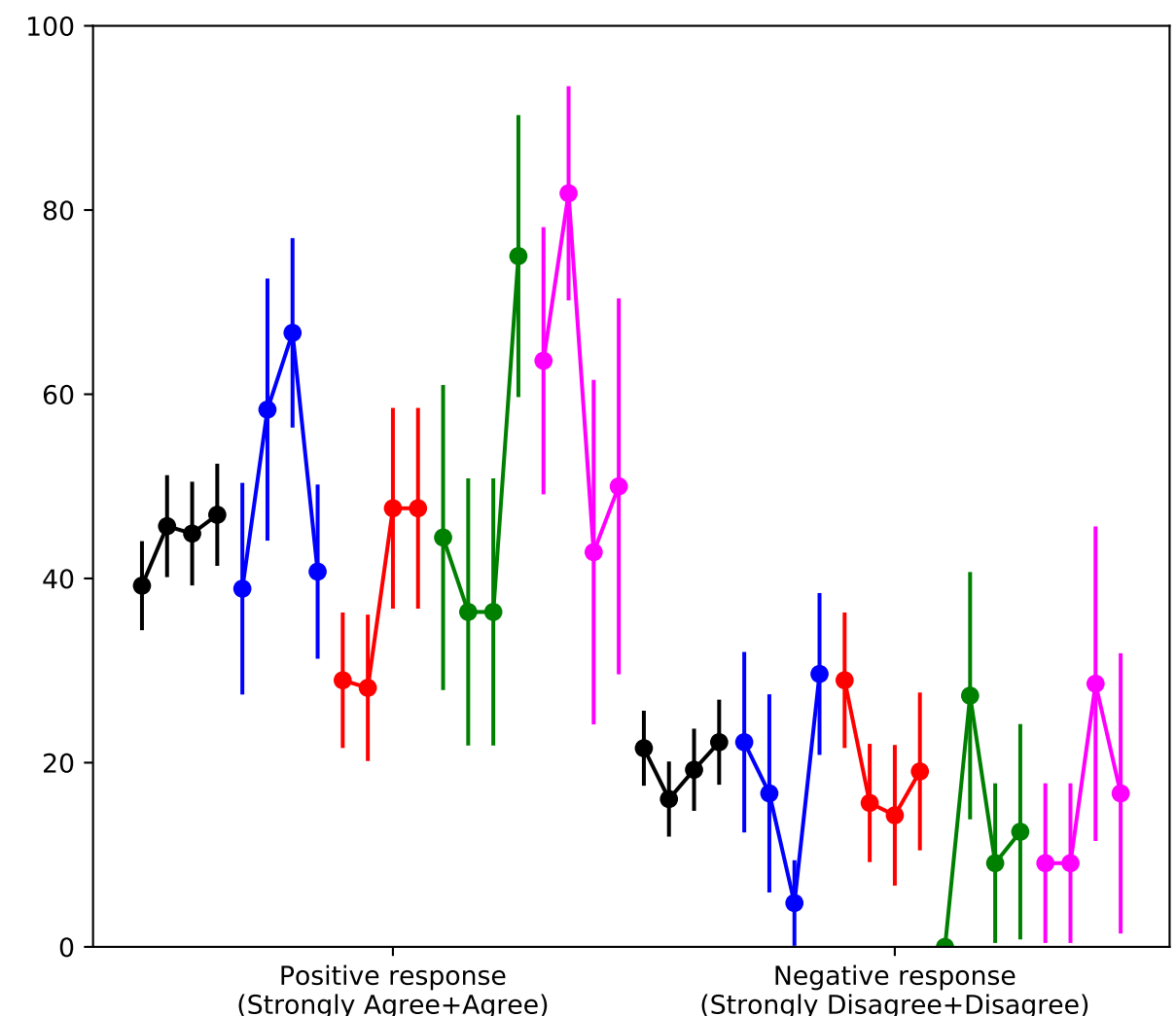
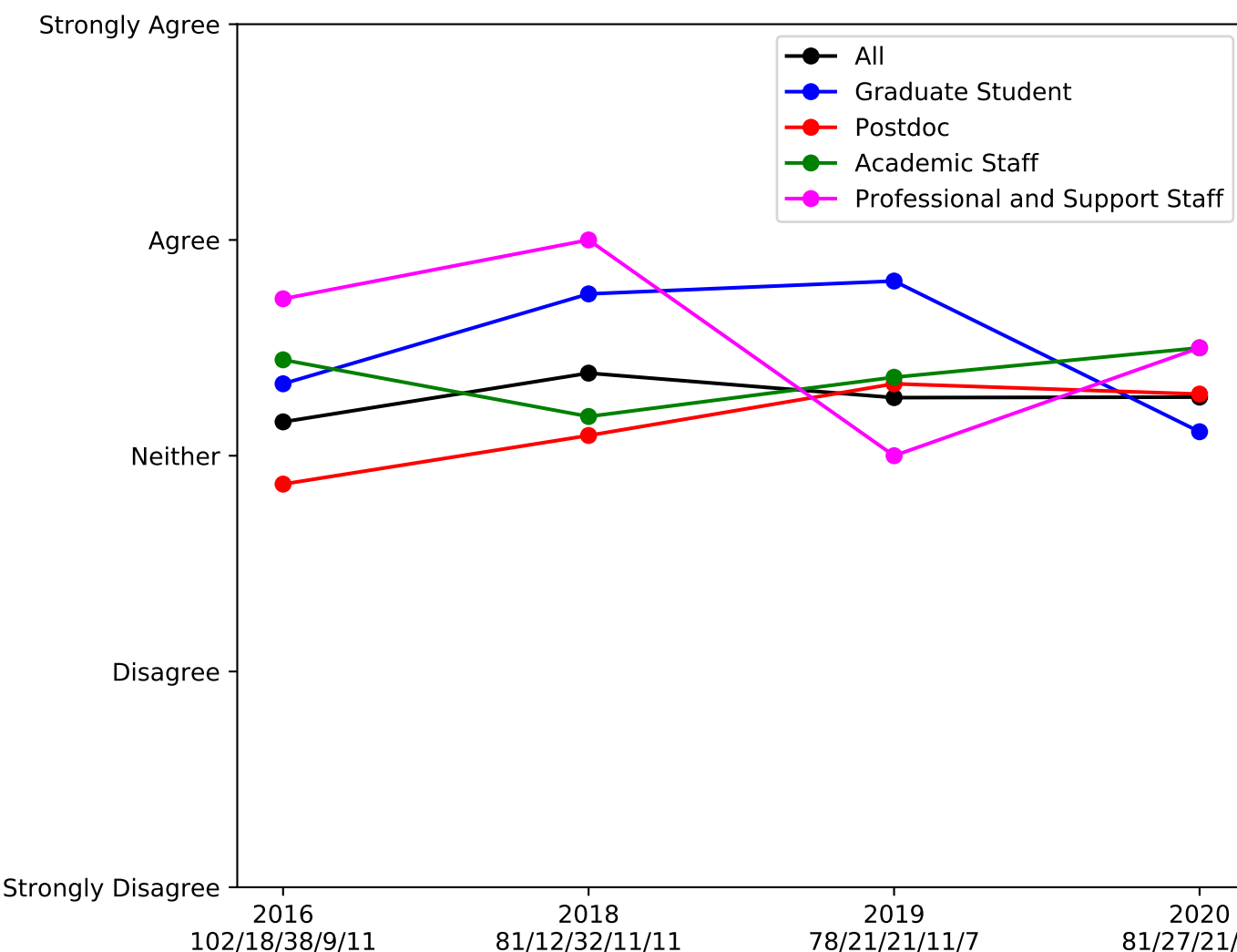
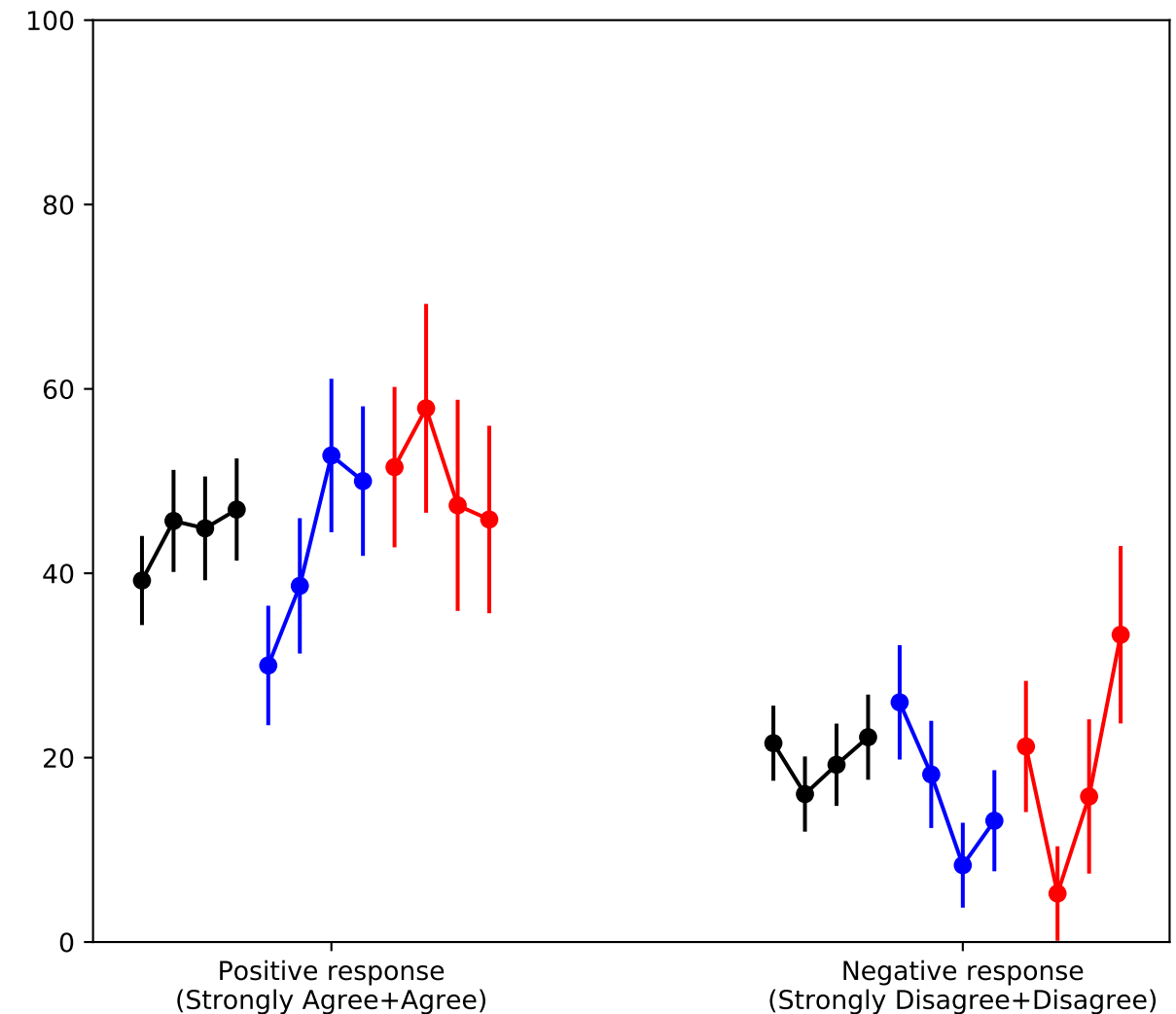
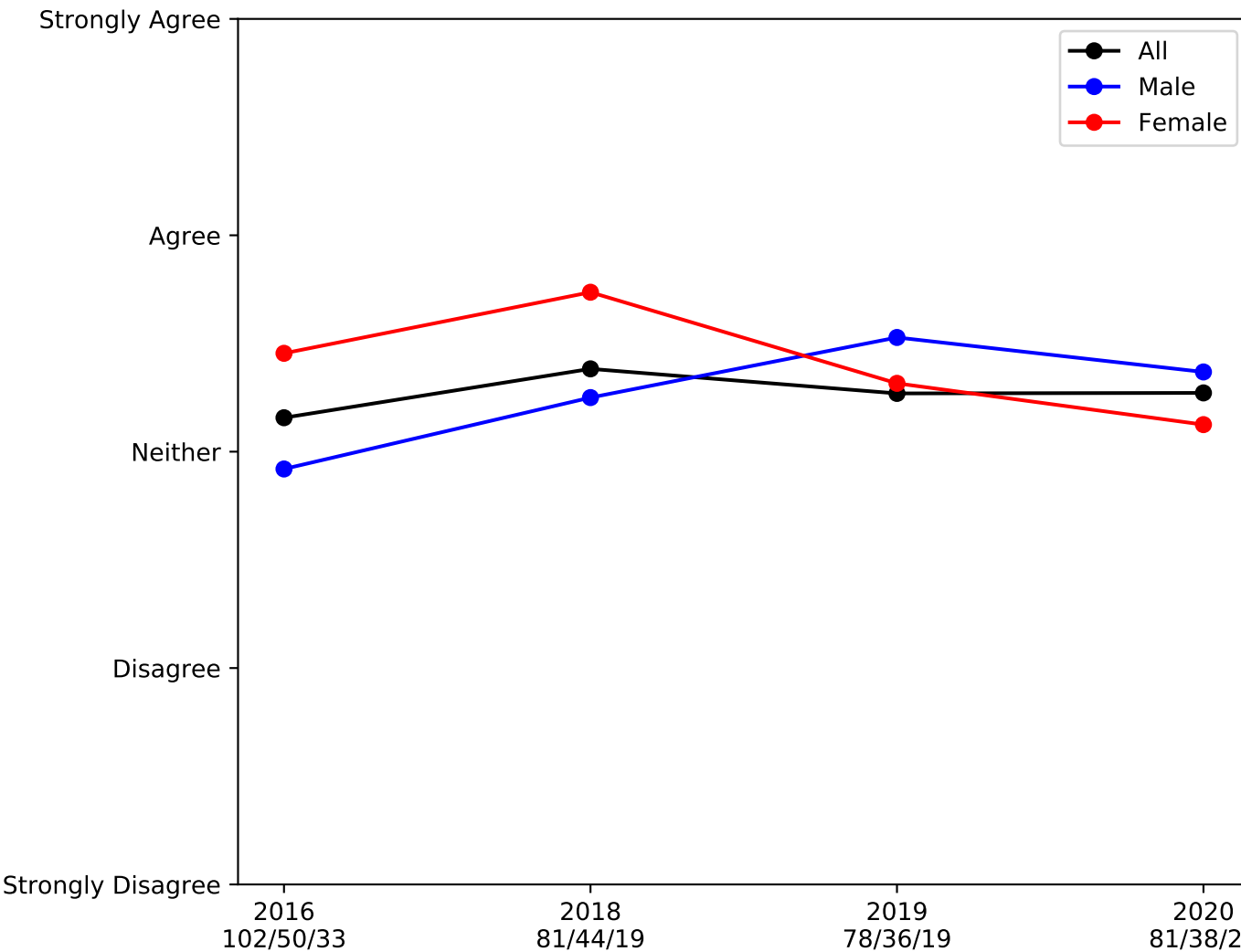
I am satisfied with the policies/practices available at the University and/or my College to help me manage my health and wellbeing



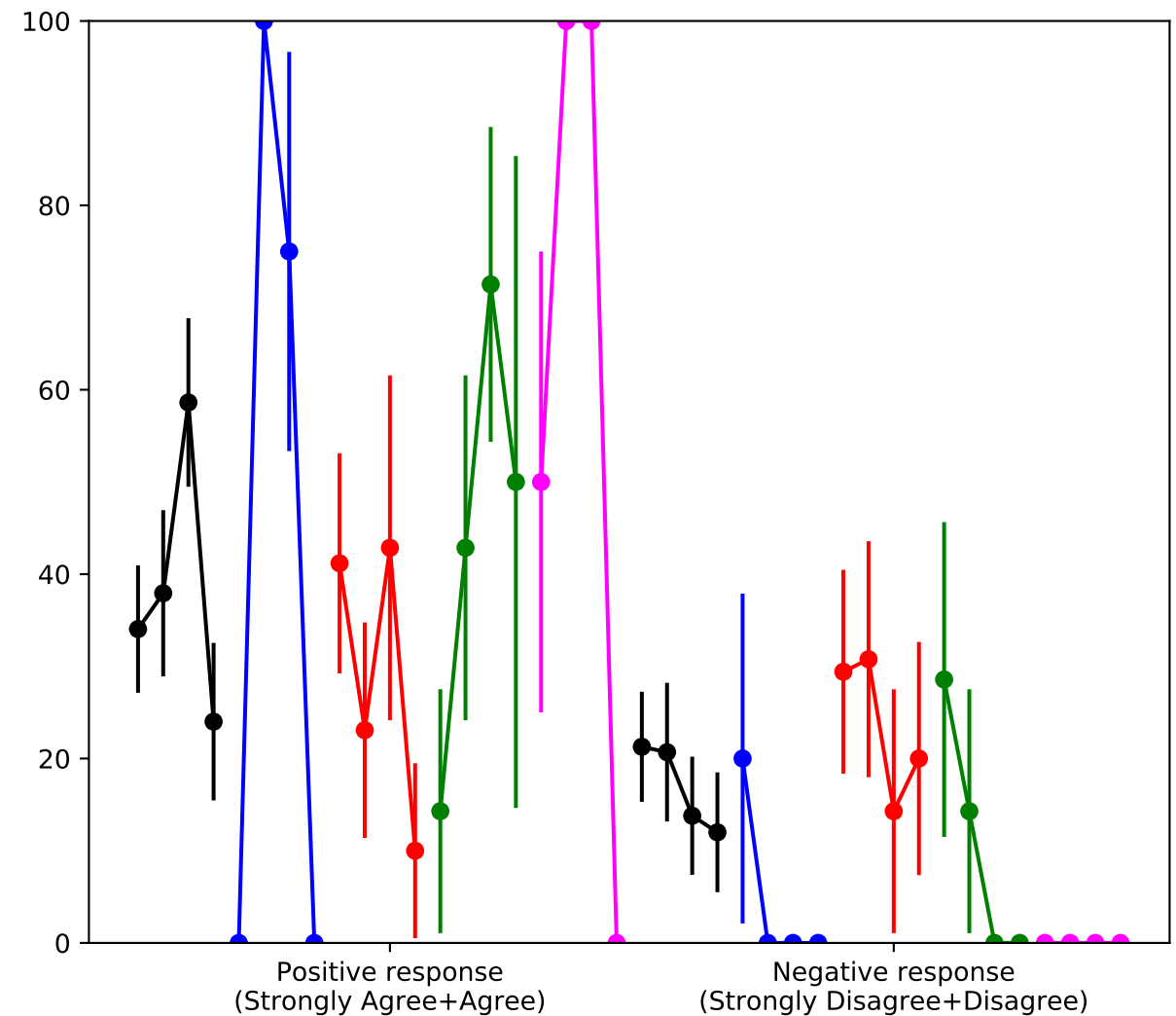
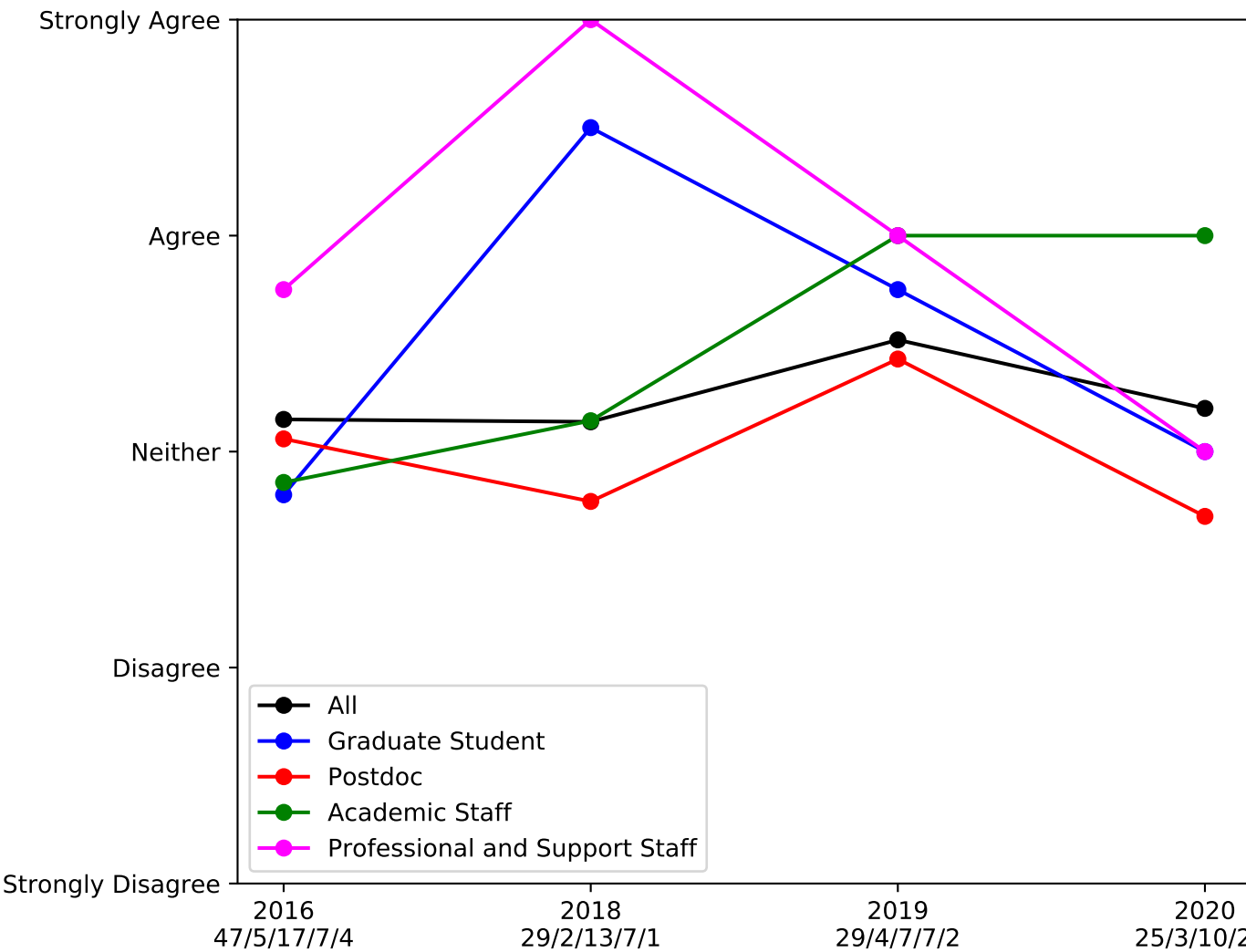
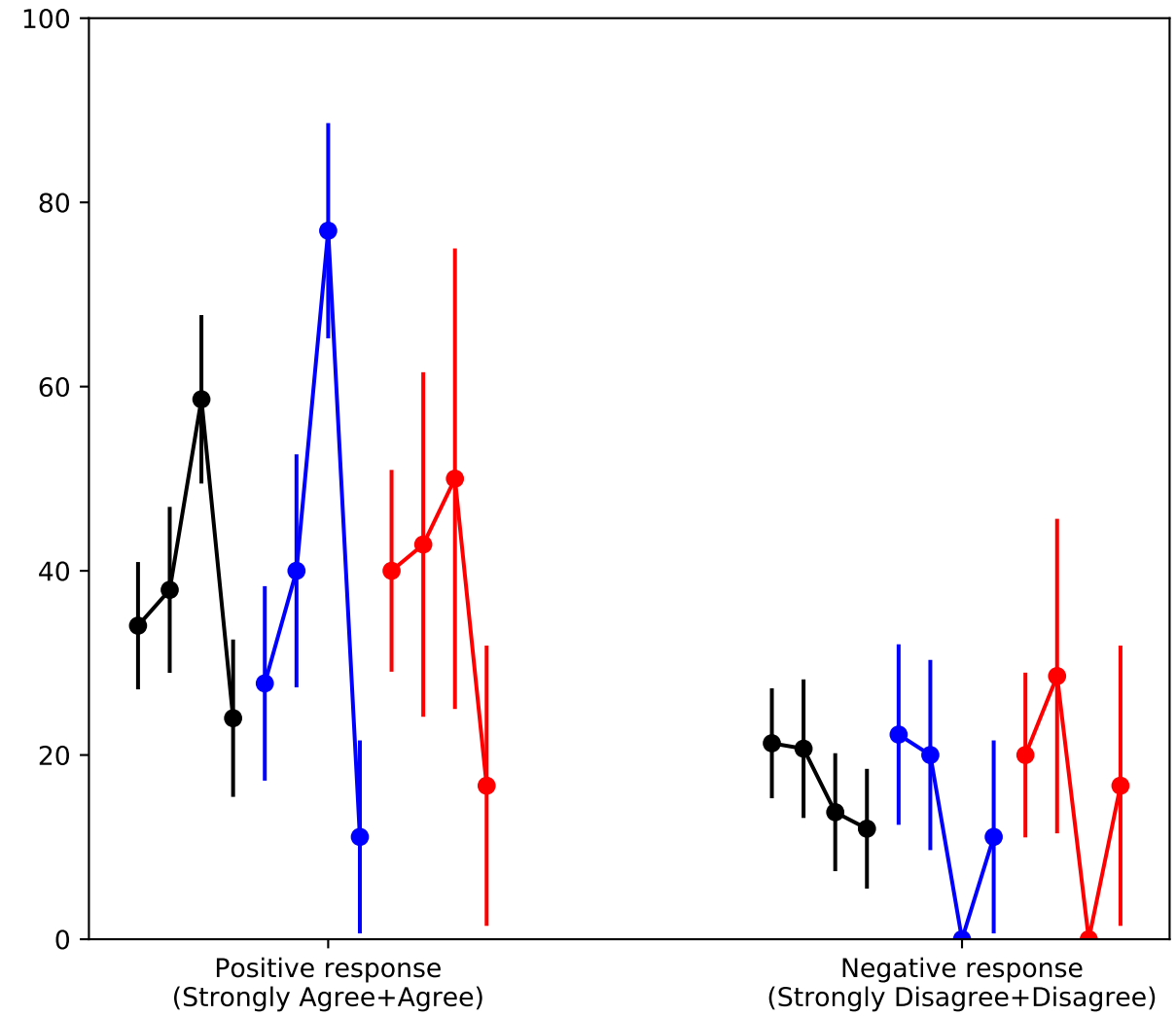
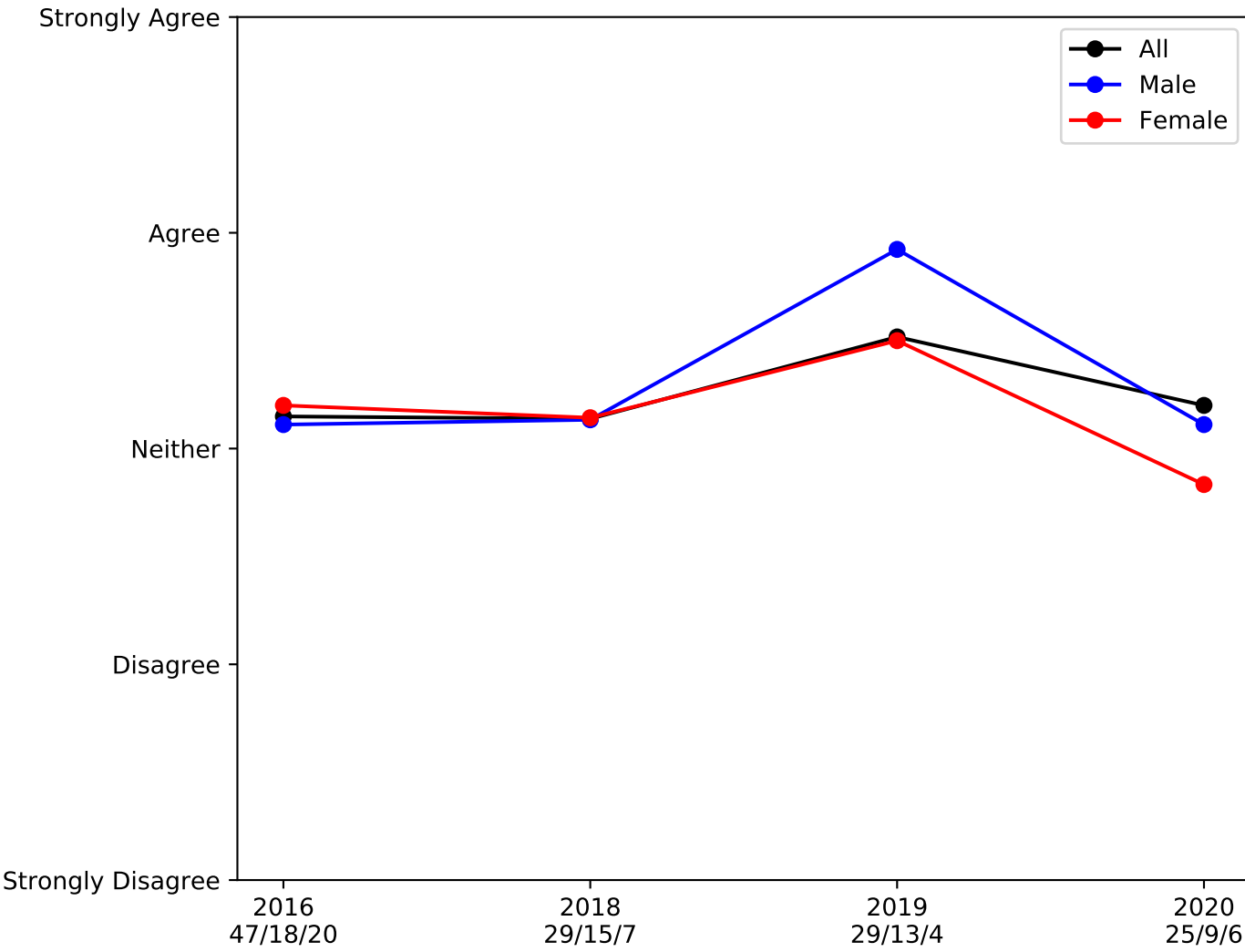
I can manage any stress experienced in my role, so as not to impact on my work or wellbeing



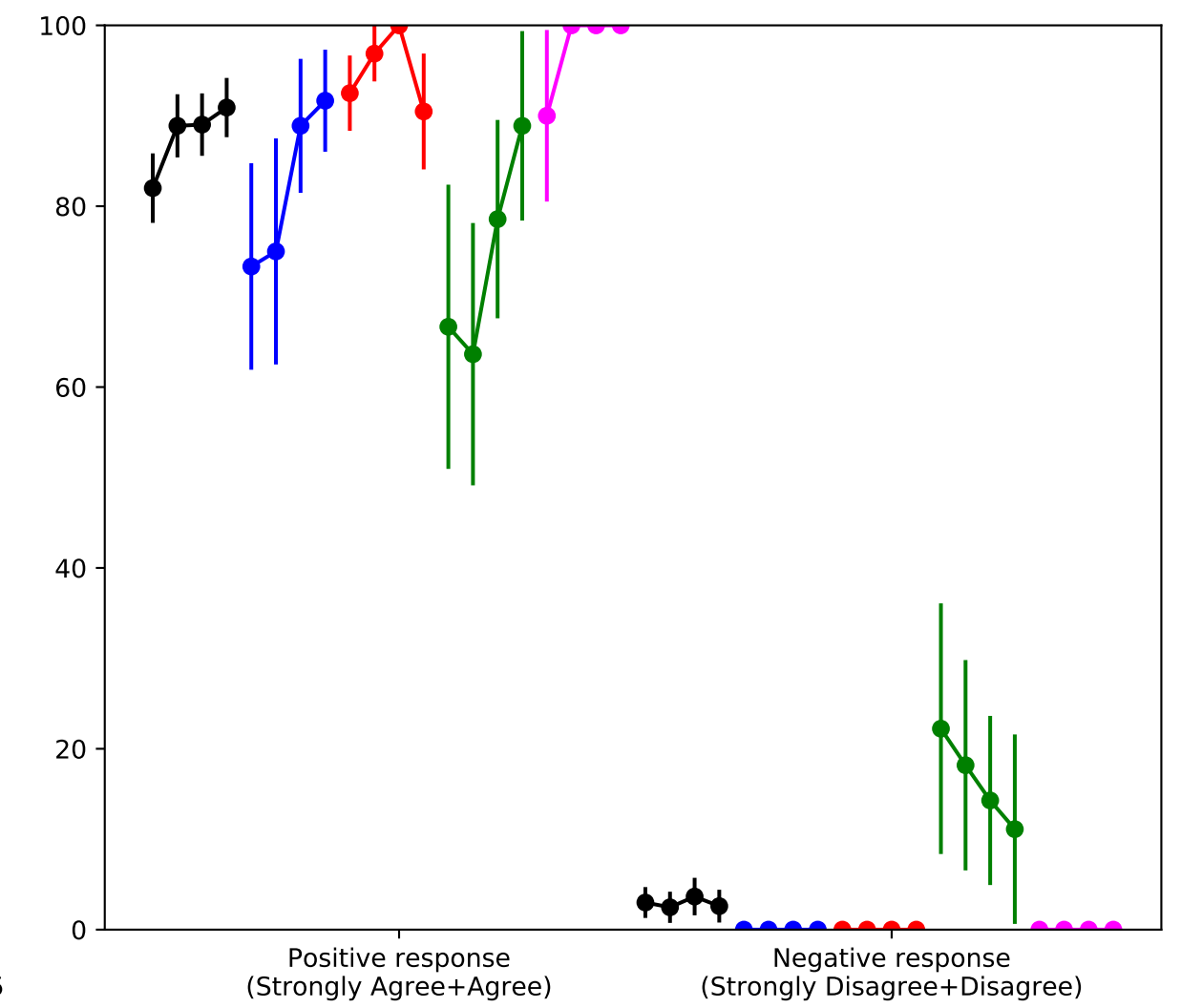
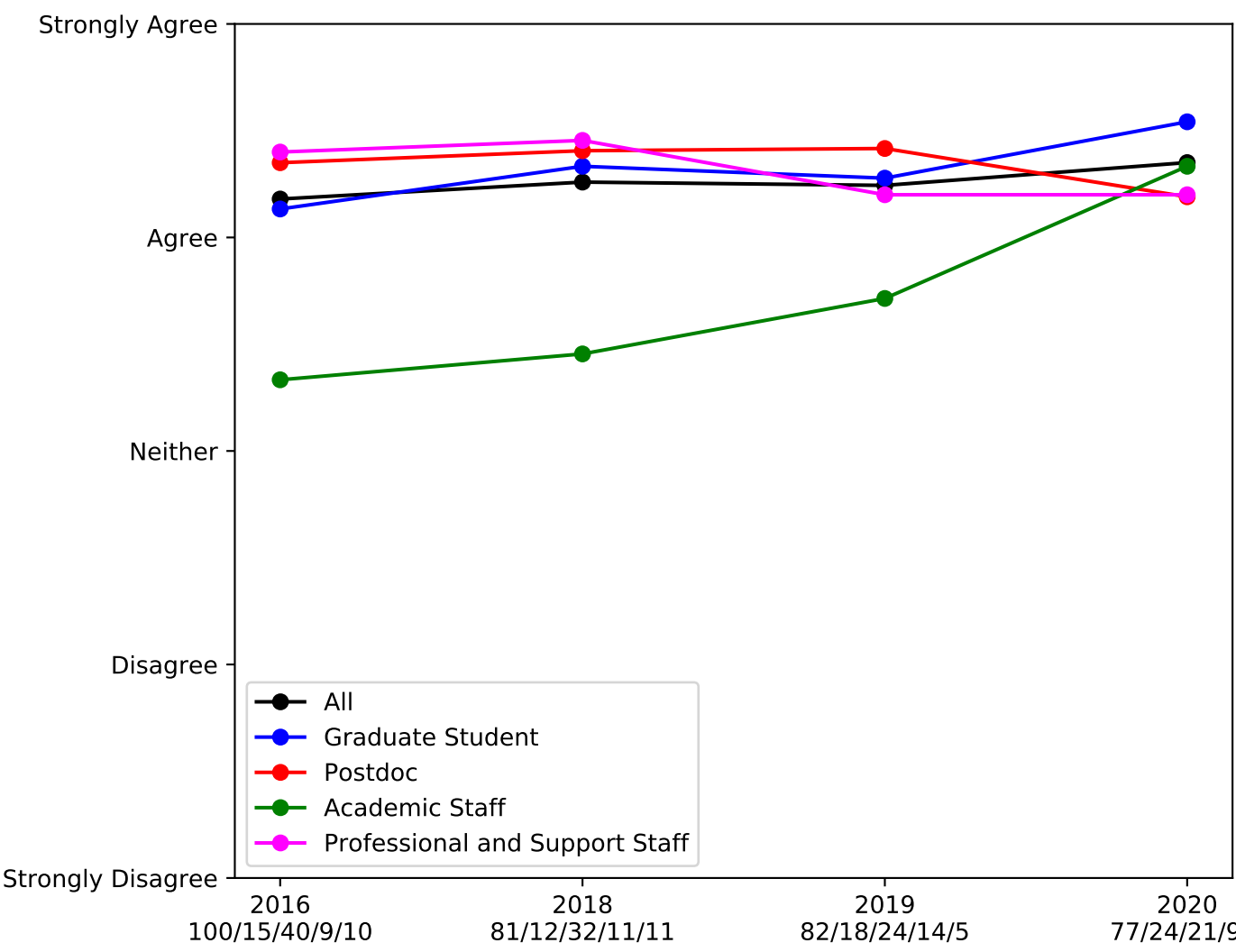
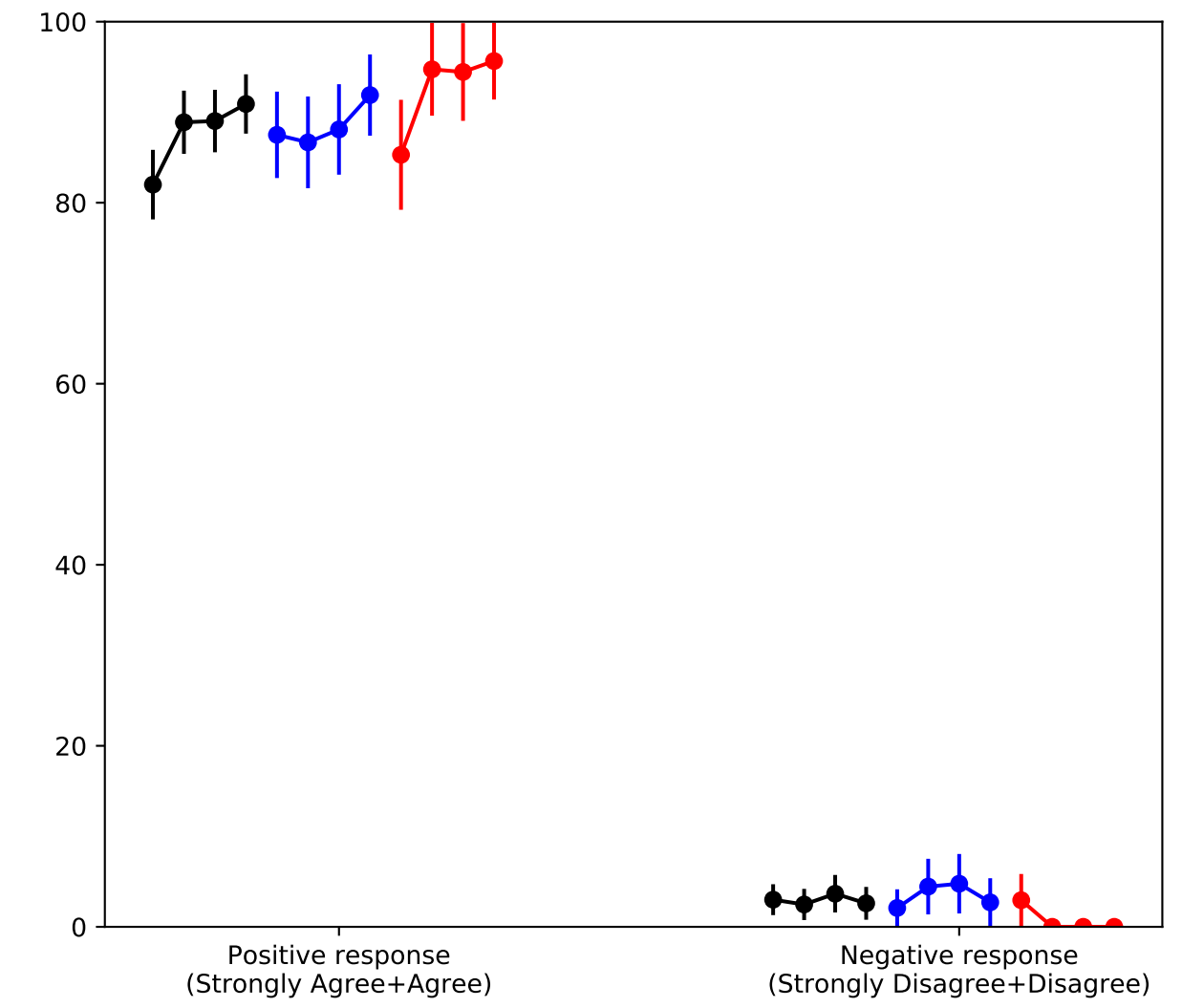
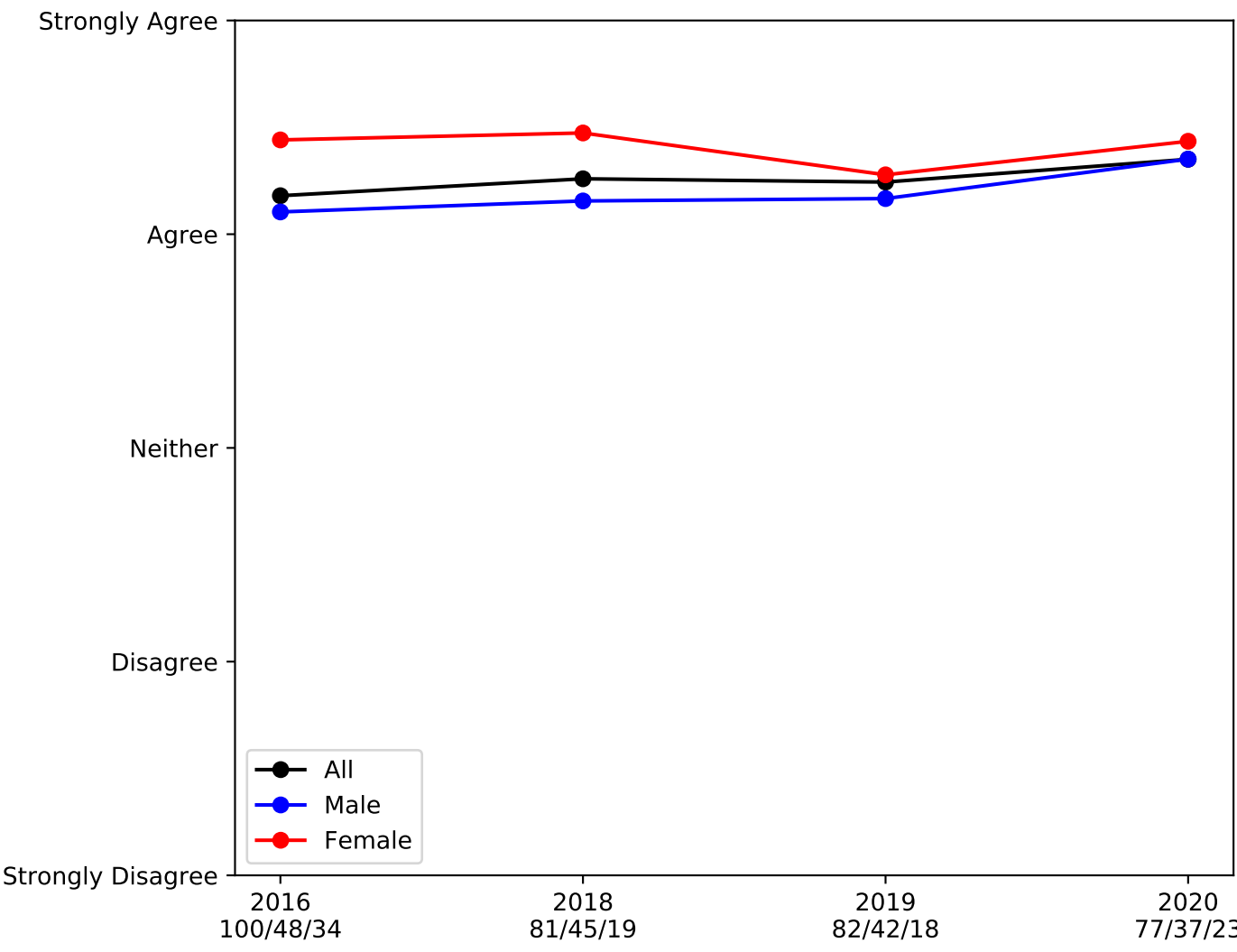
There are policies/practices in place to support me if I experience stress or pressure



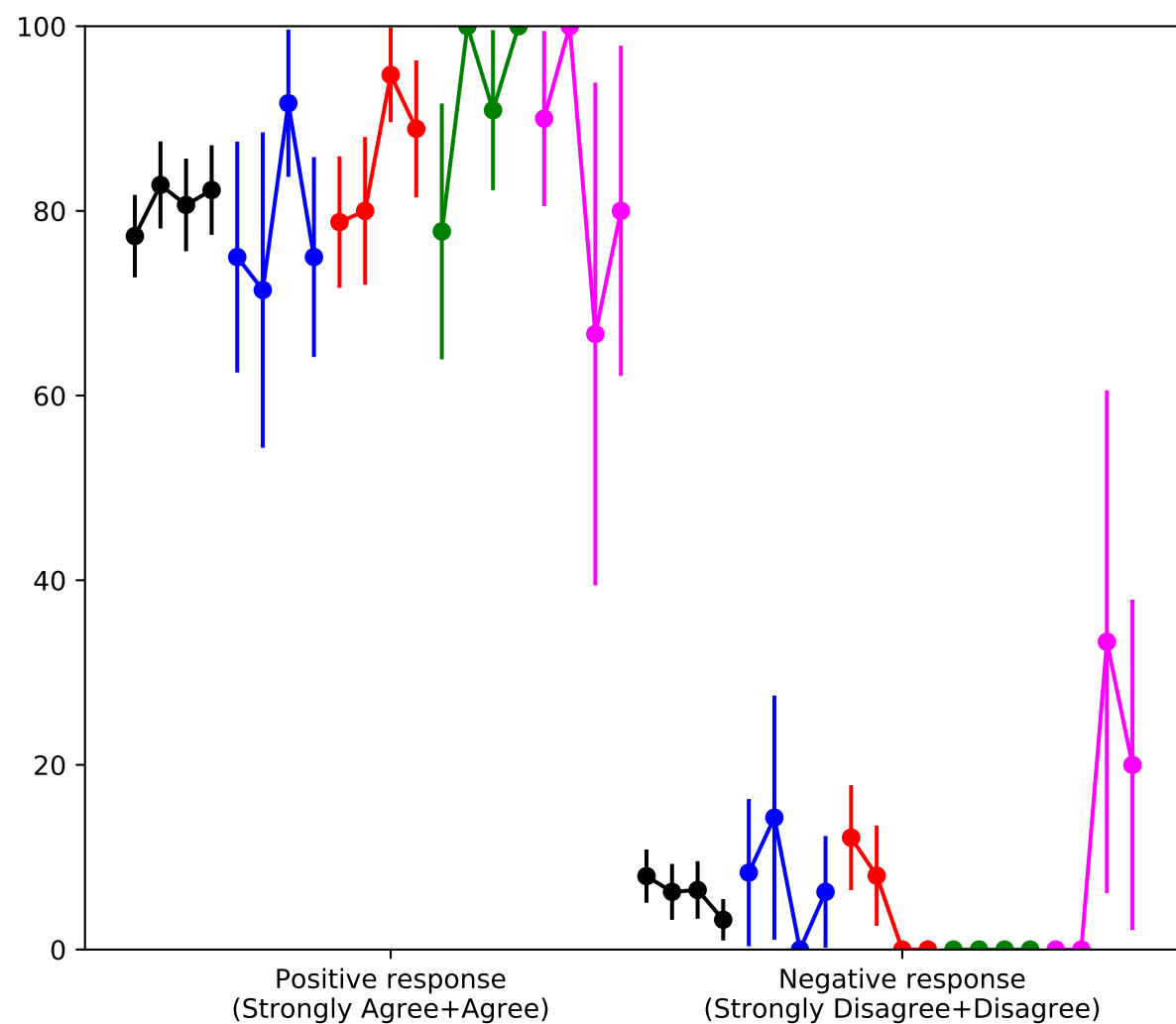
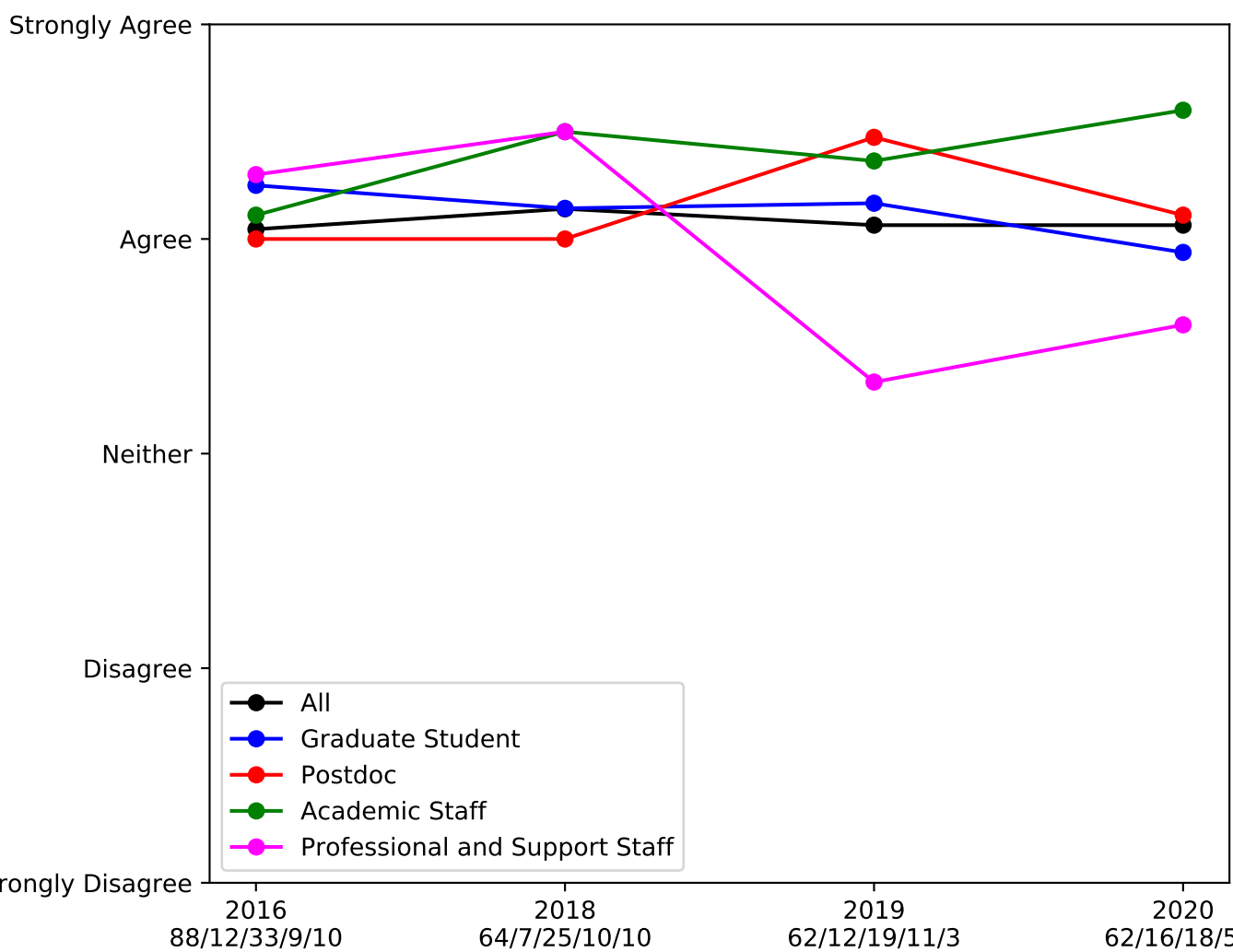
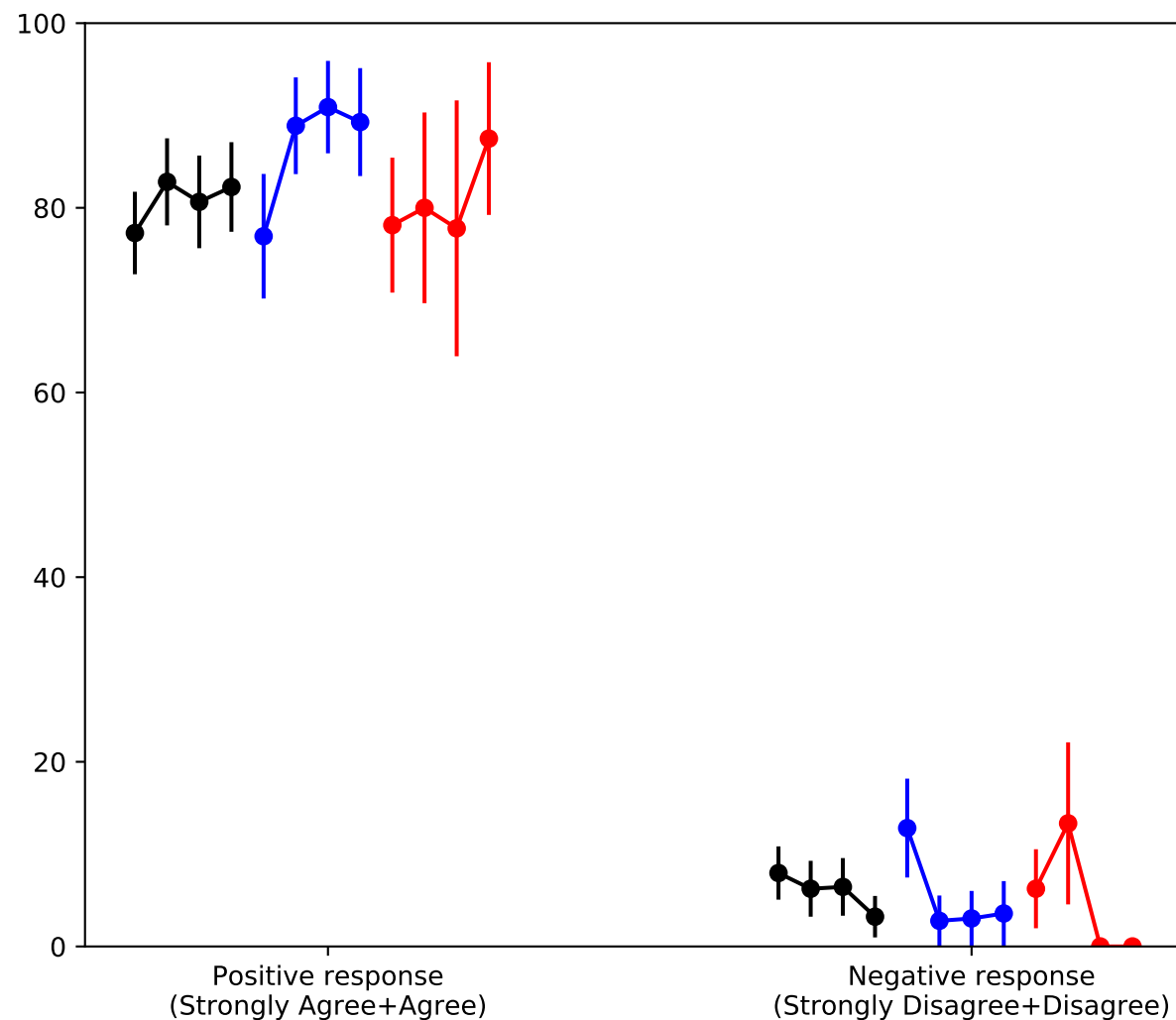
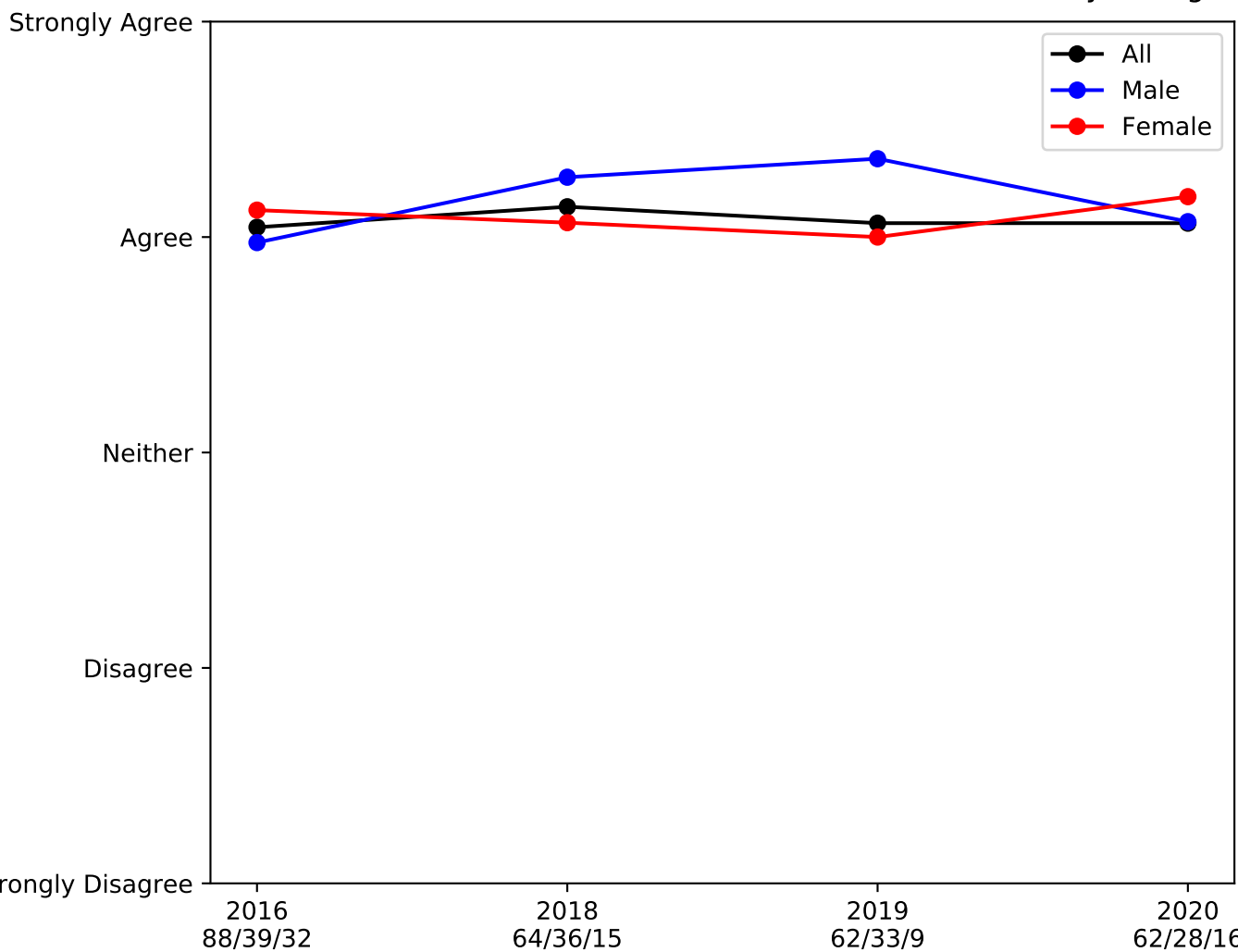
I am happy with the University's current childcare provision
(e.g. nursery provision, or the holiday playscheme)



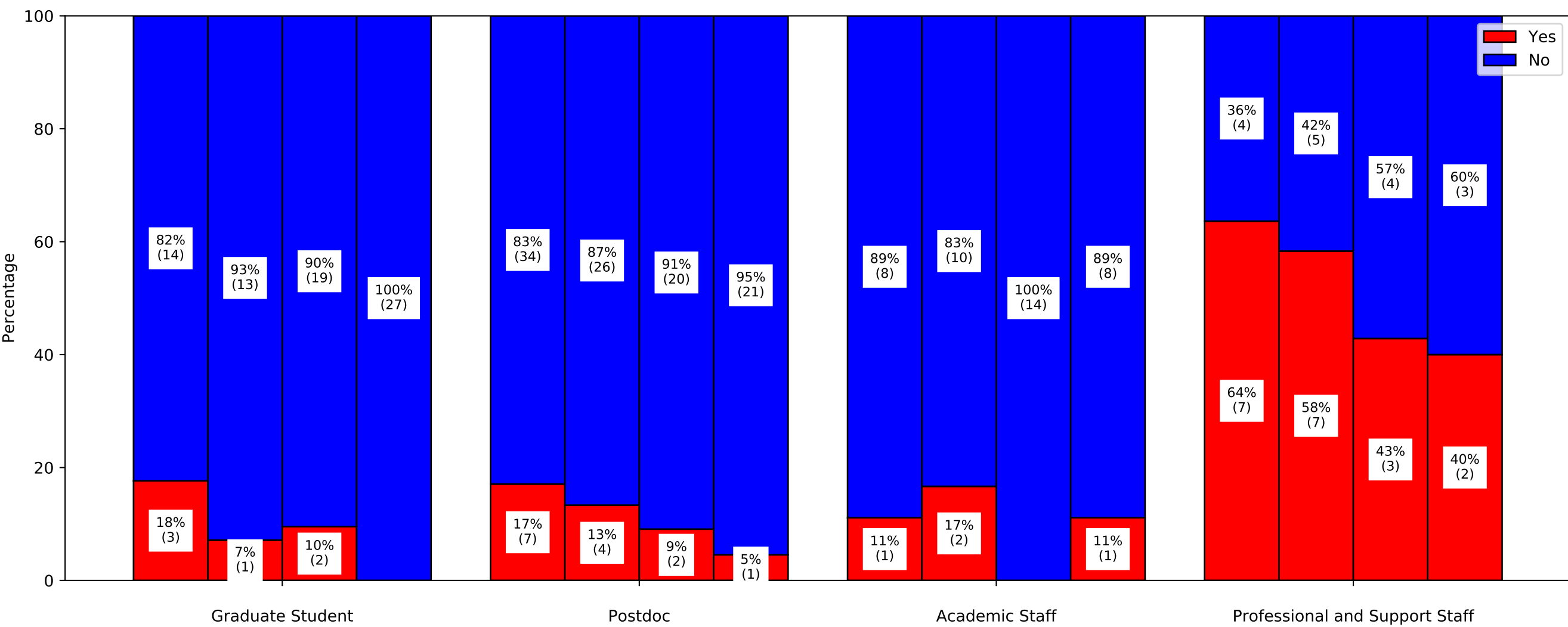
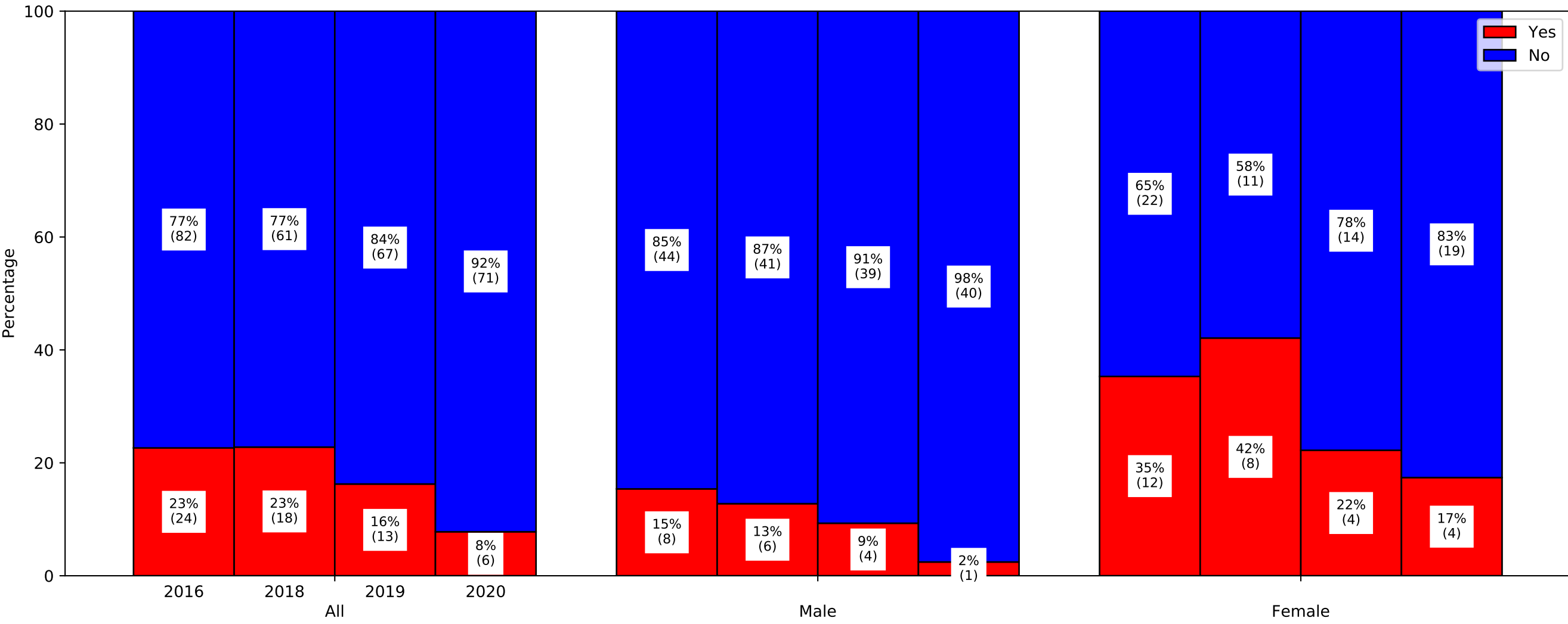
It is important that Institute-wide meetings/seminars take place in core hours to enable those with caring responsibilities to attend



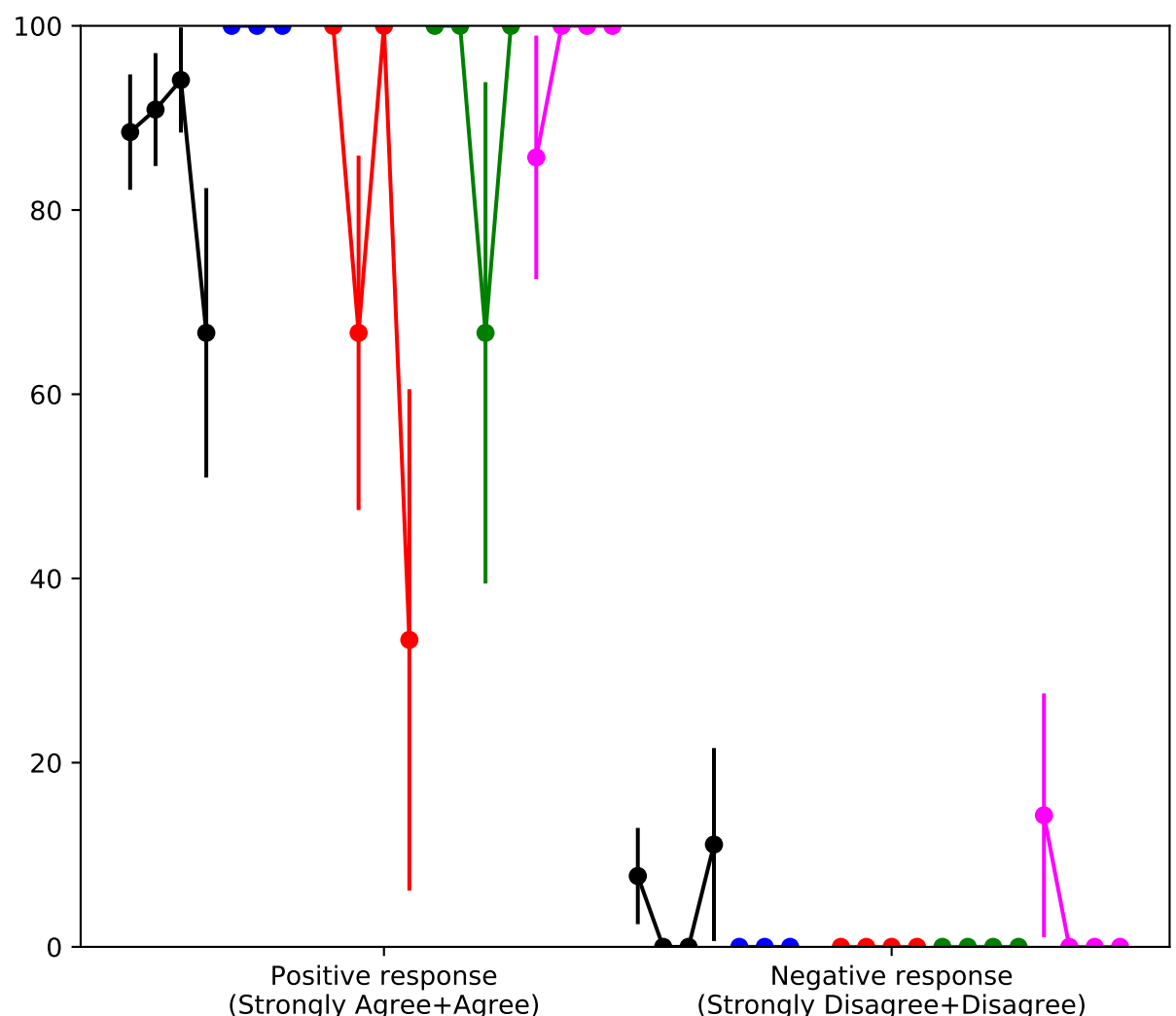
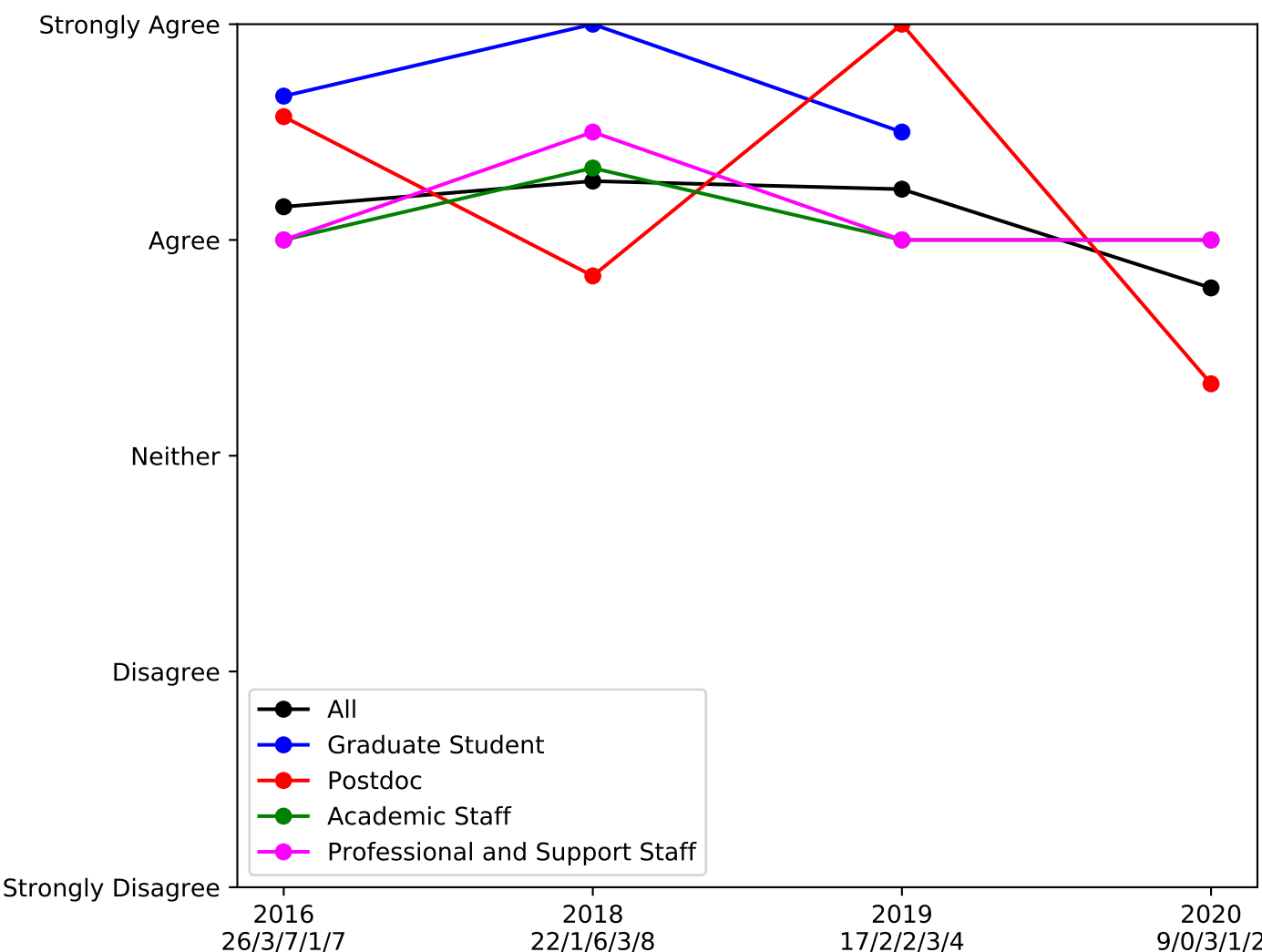
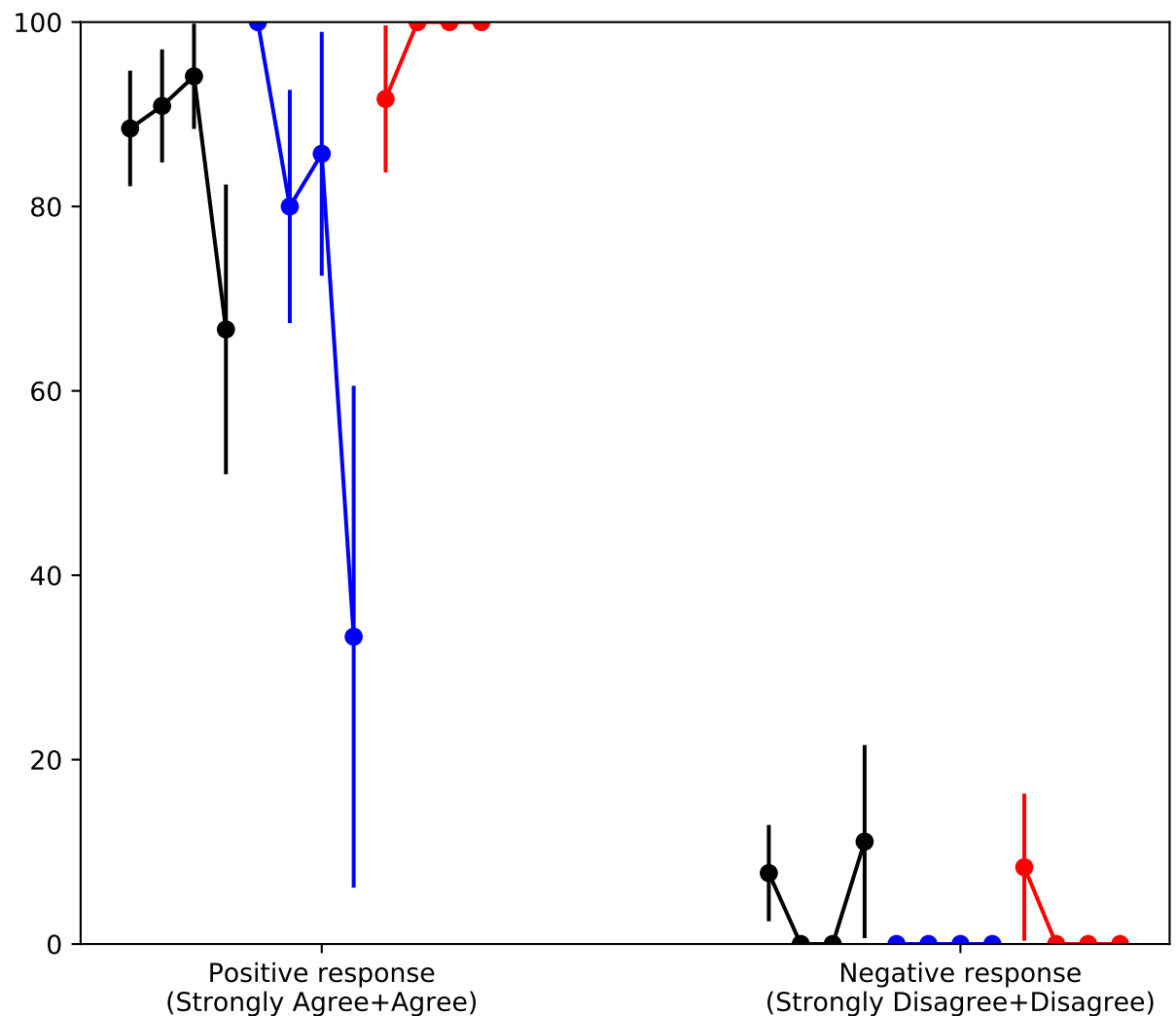
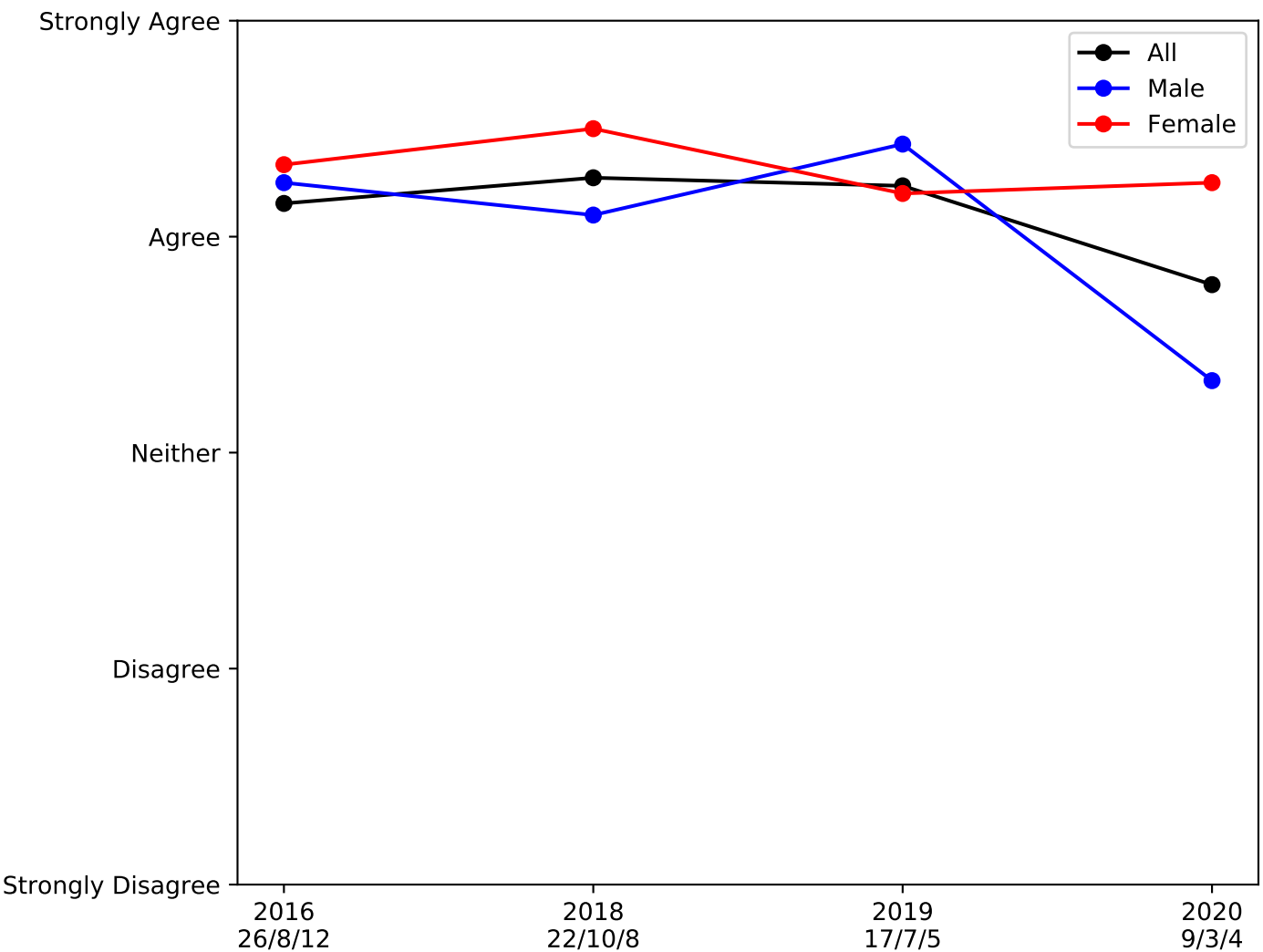
I would feel comfortable negotiating with my colleagues/supervisor
in order that the timing of meetings and small group
seminars could take my caring responsibilities into account



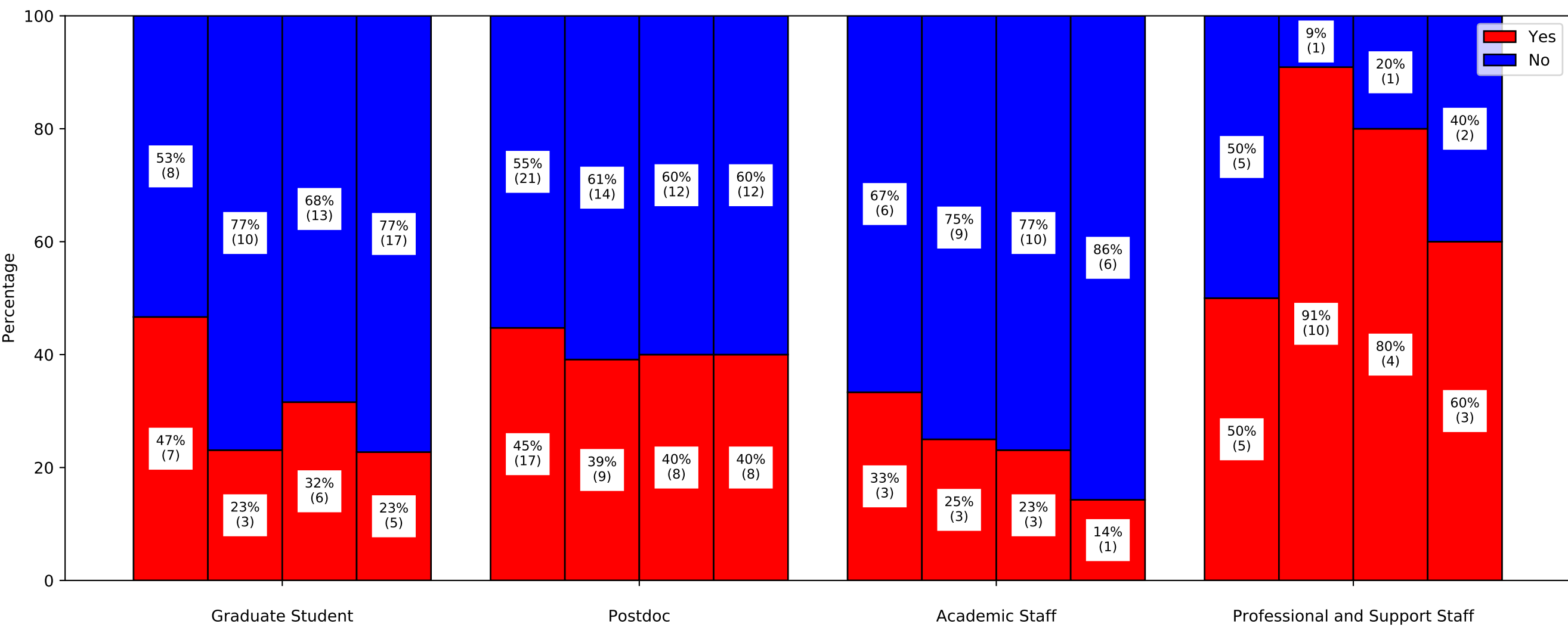
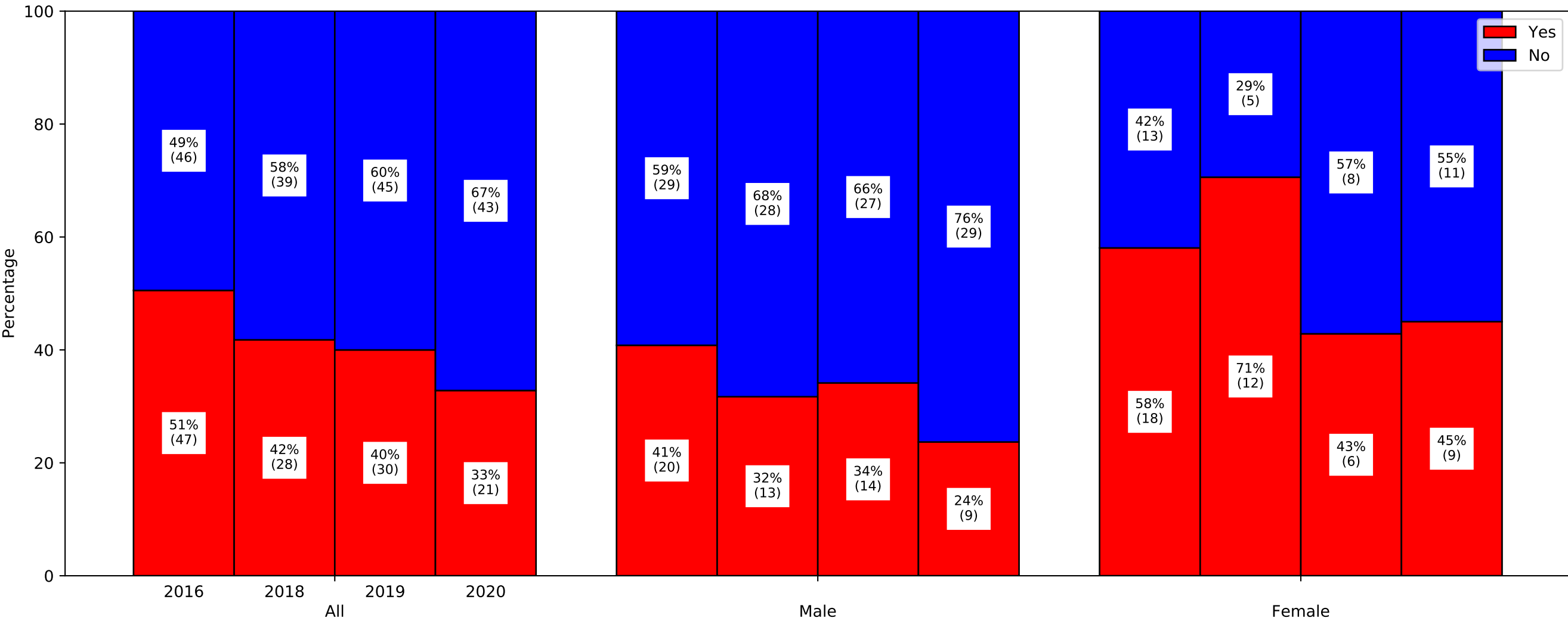
While at the IoA, have you ever requested to work flexibly or part-time?



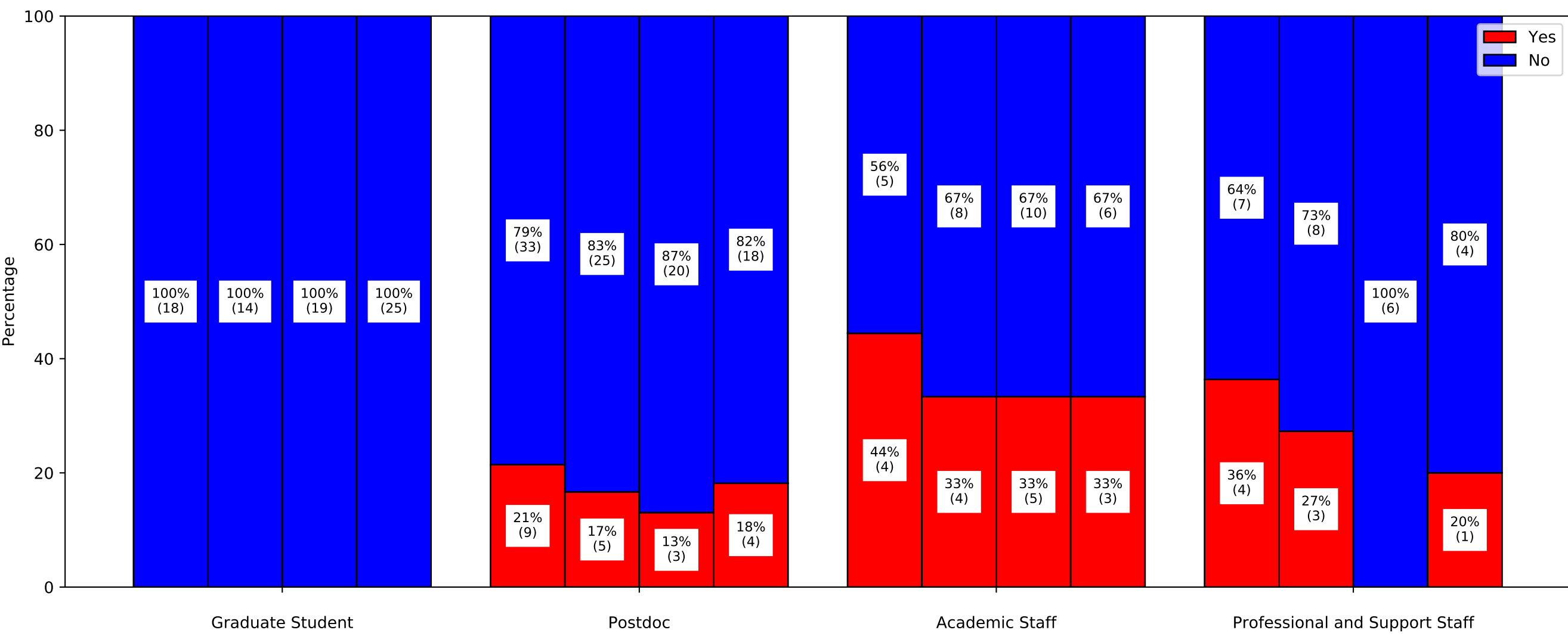
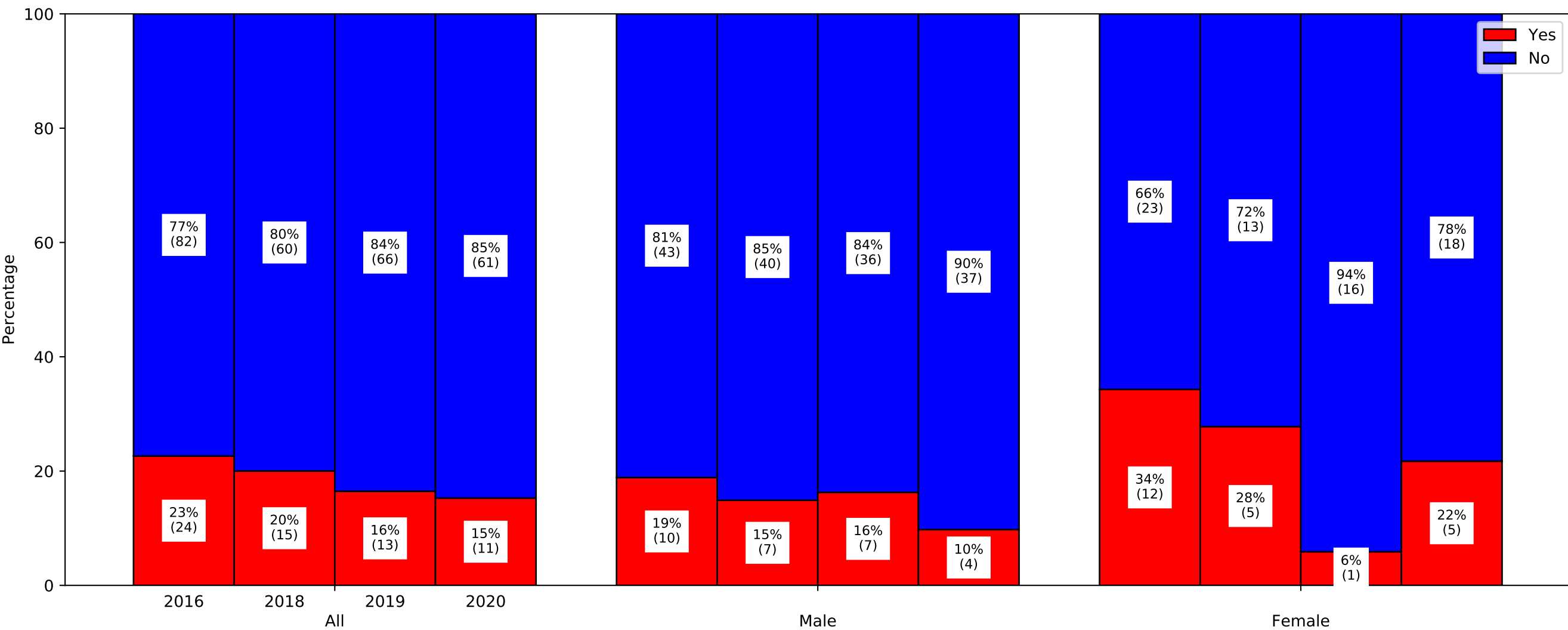
I was satisfied with the outcome of requesting to work flexibly or part time



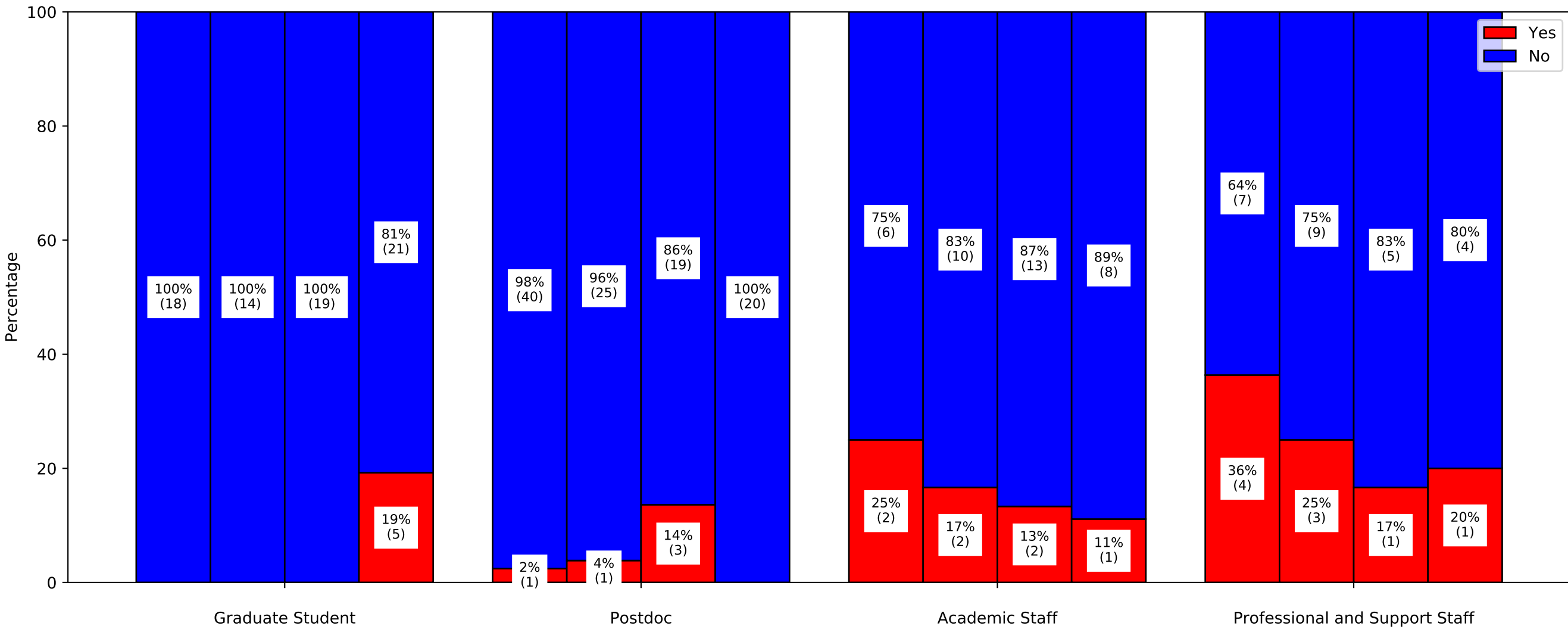
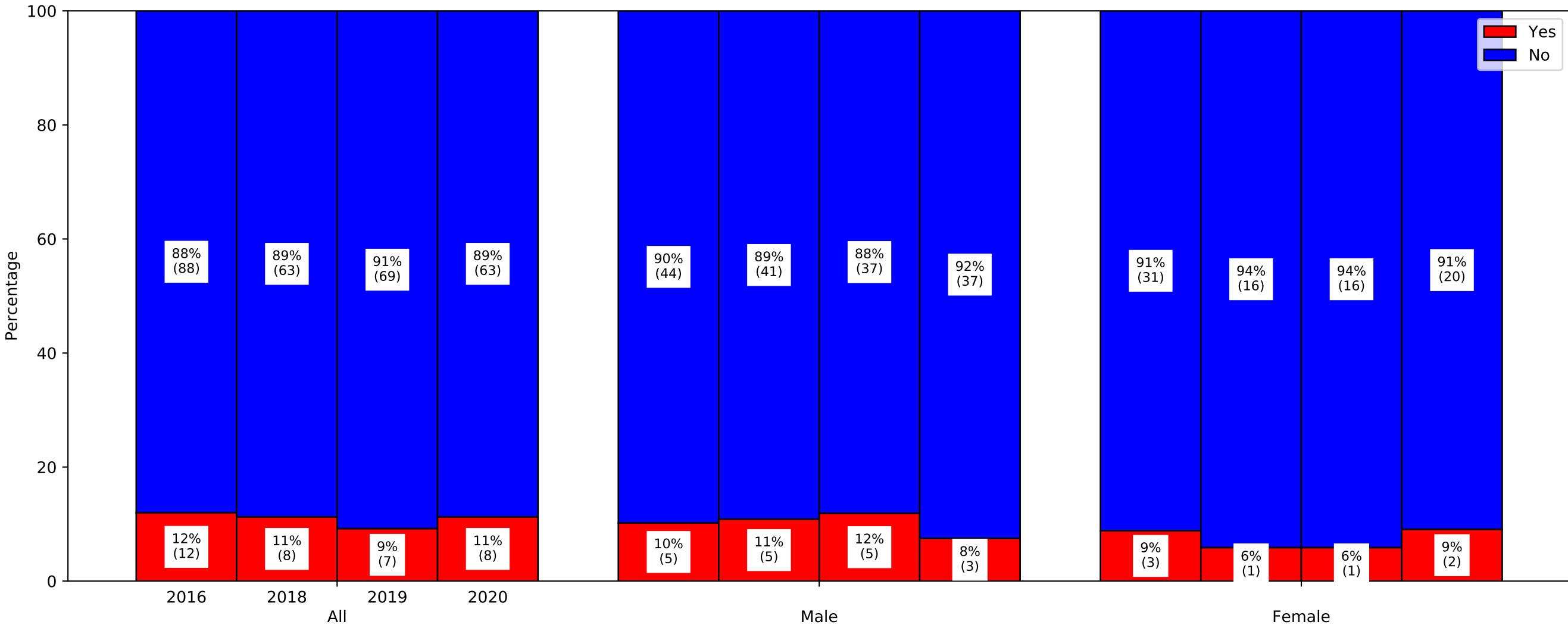
Do you anticipate that you might want to request to work flexibly or part-time in the future?



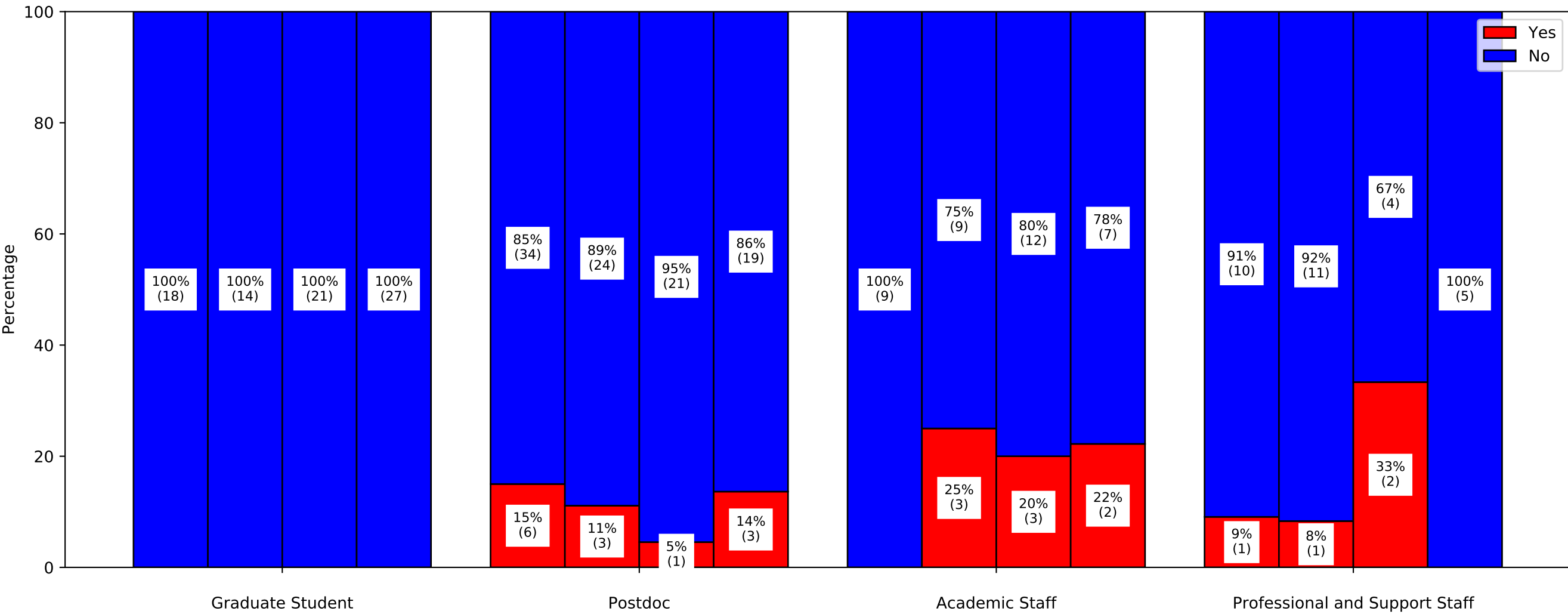
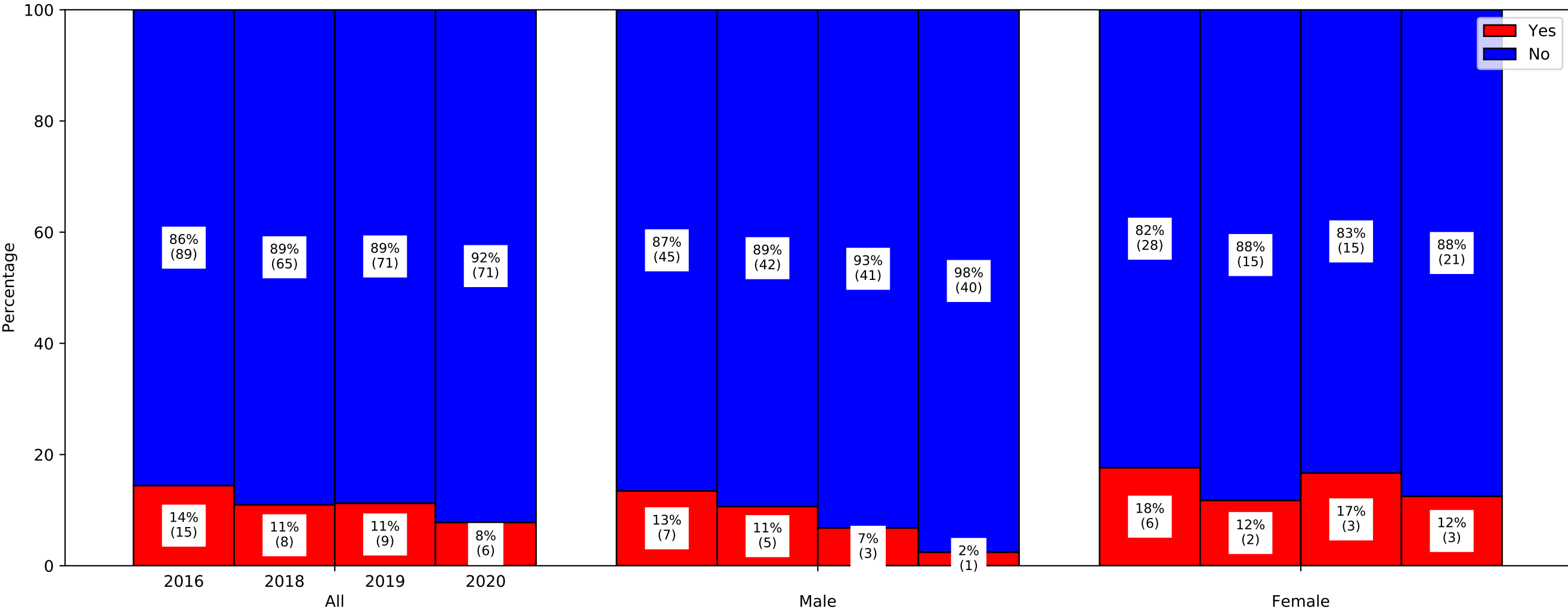
Do you have child care responsibilities?



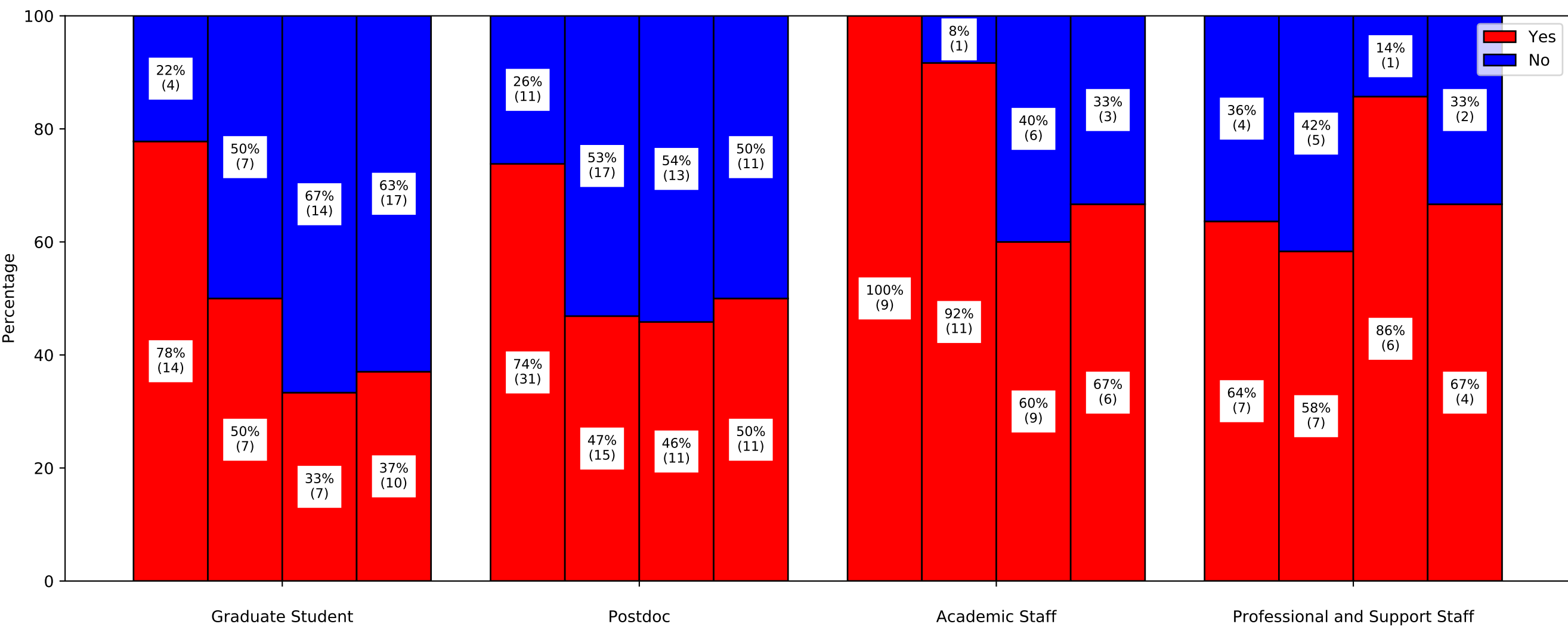
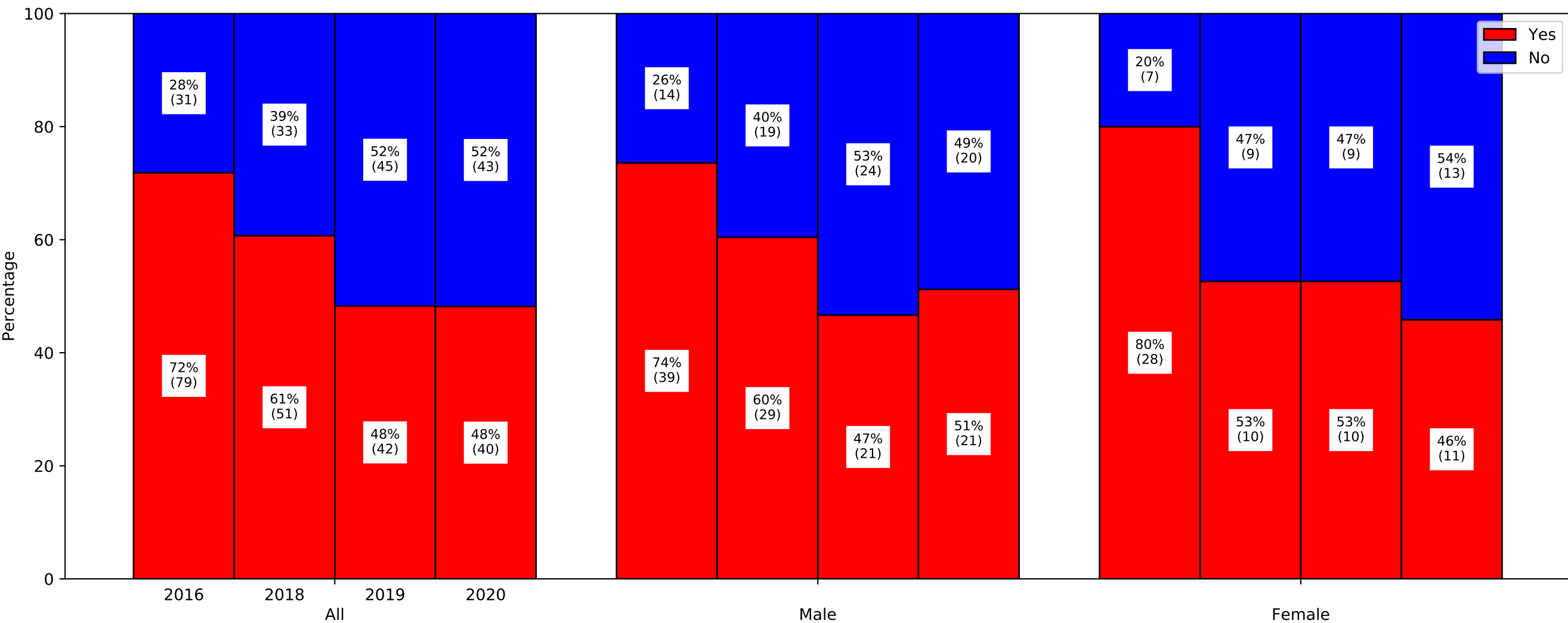
Do you have care responsibilities not involving children?



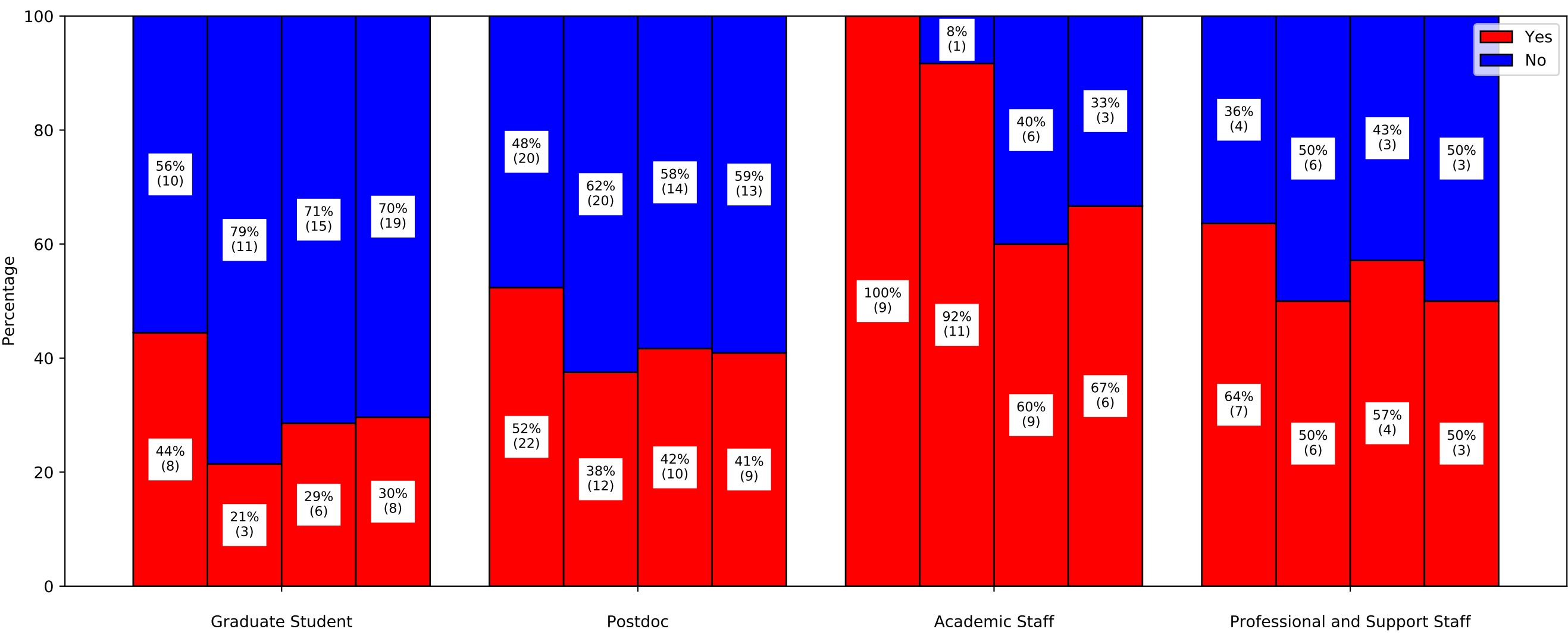
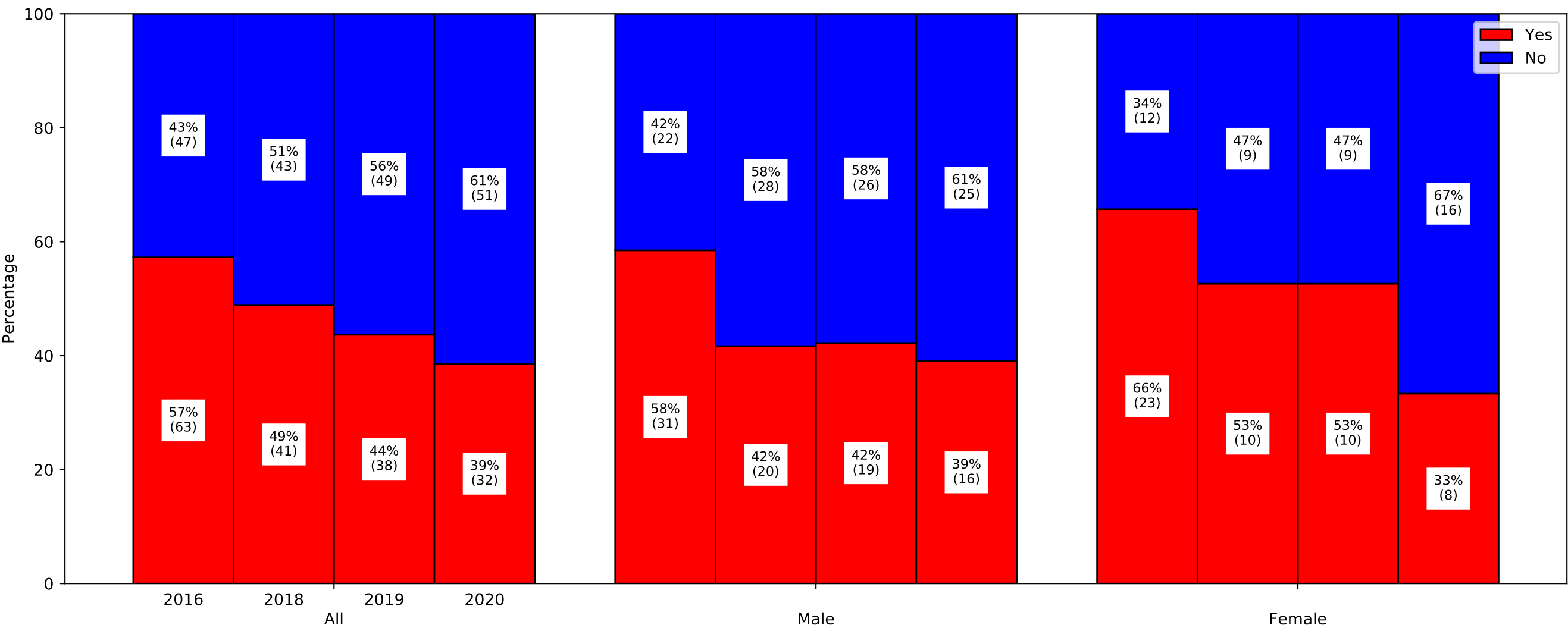
Have you taken leave to be a carer during your time working here? (see Maternity leave, Paternity leave, Adoption leave, Parental leave, Special leave)



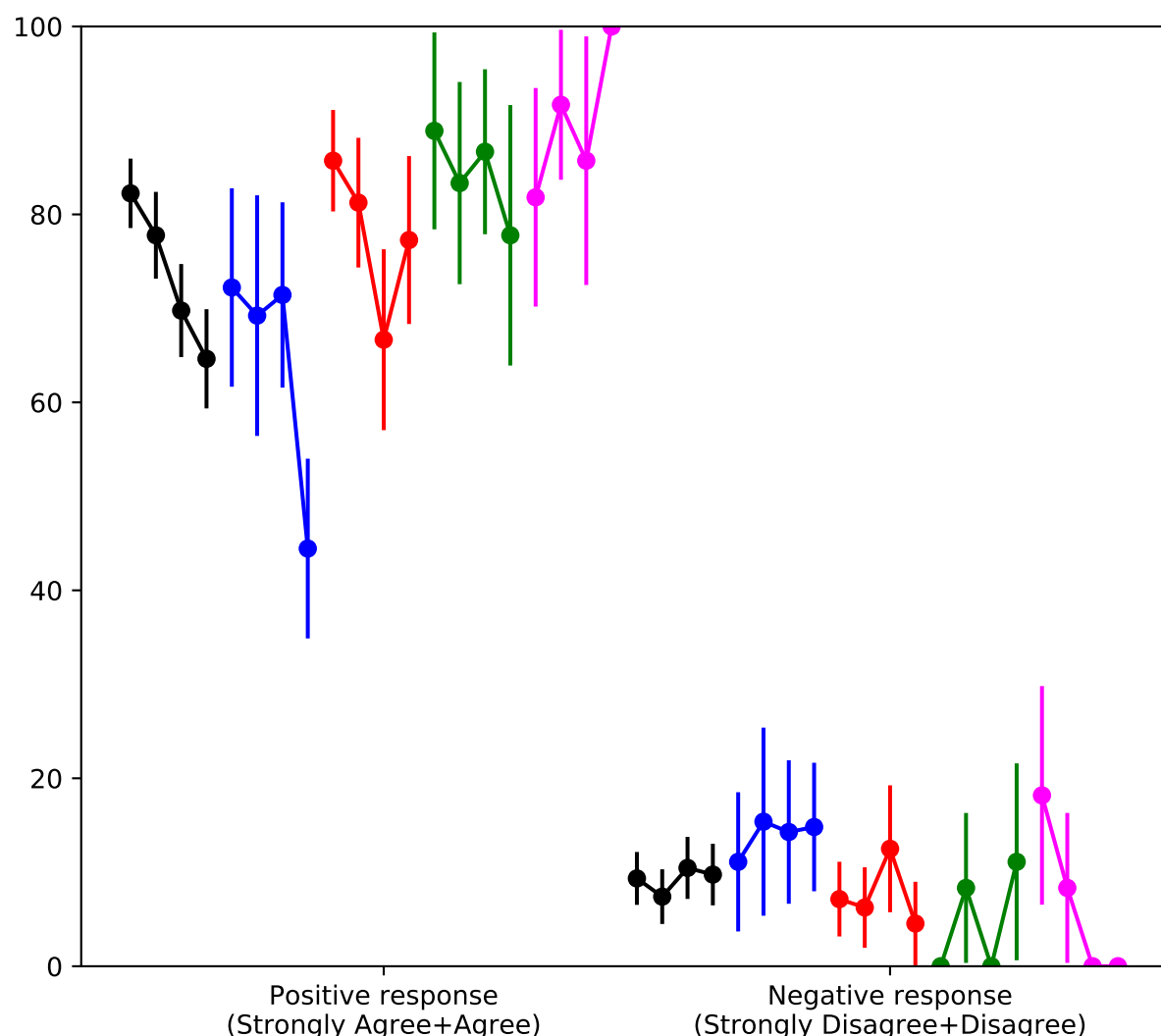
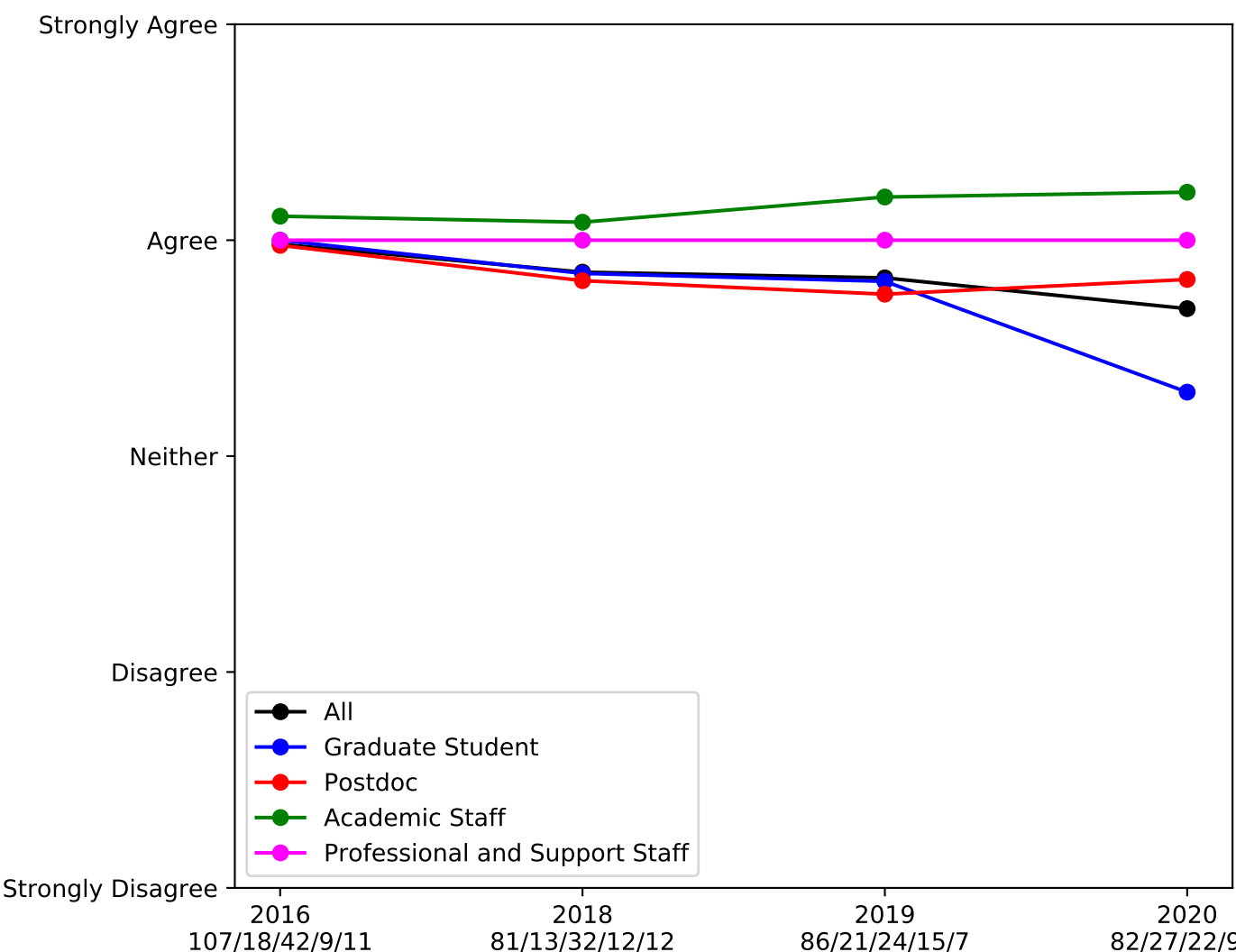
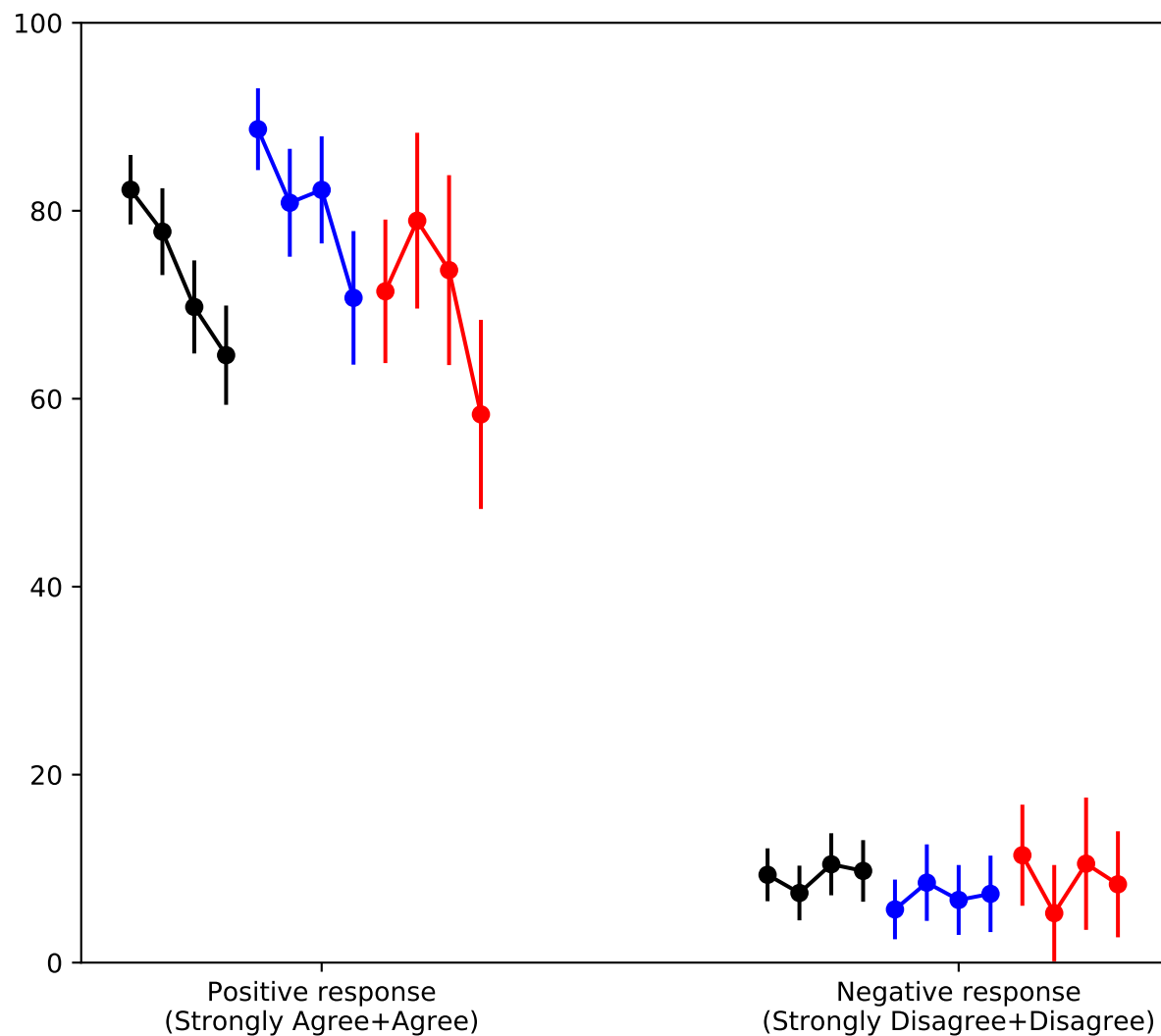
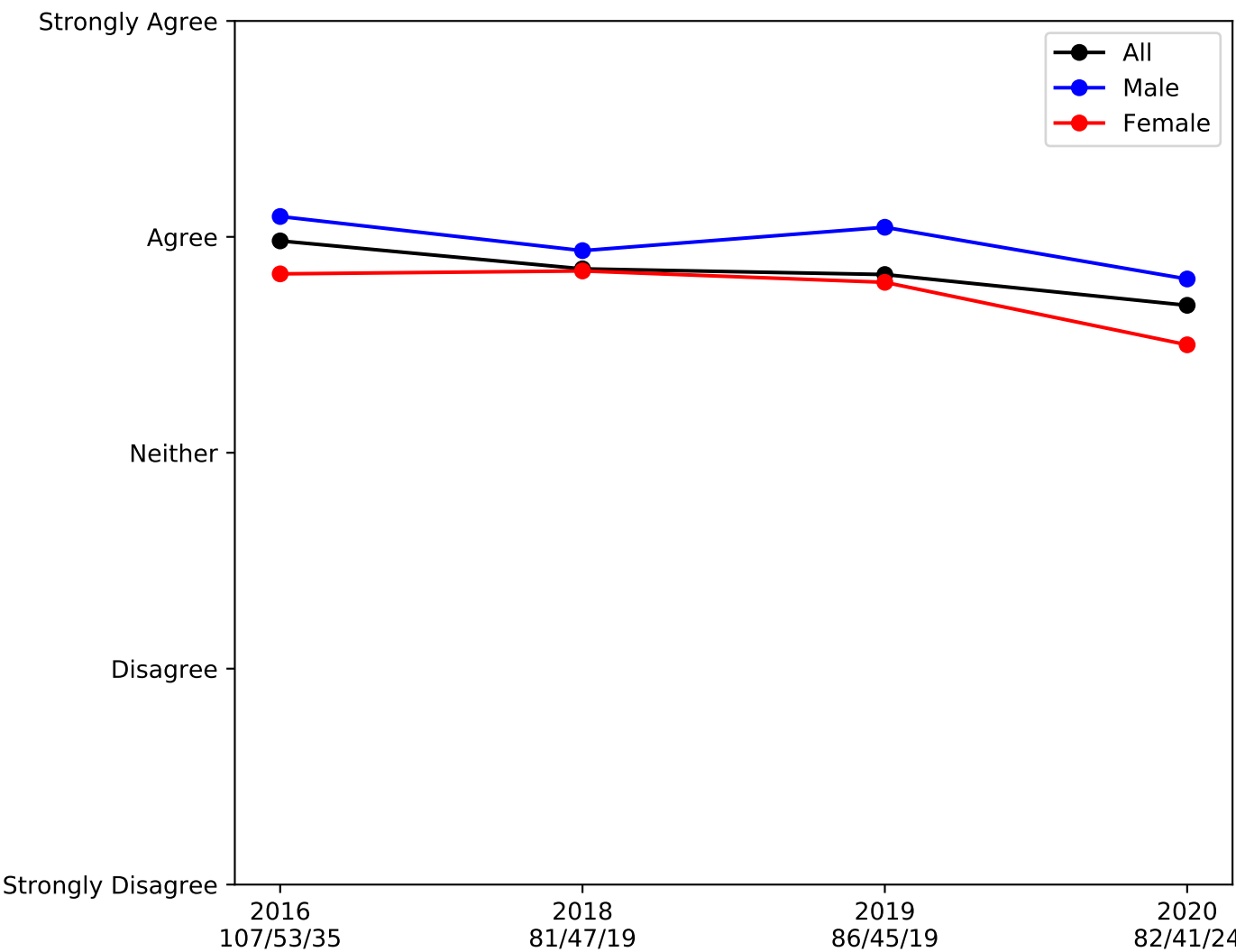
Are you aware that there are potential benefits to new fathers taking paternity leave?



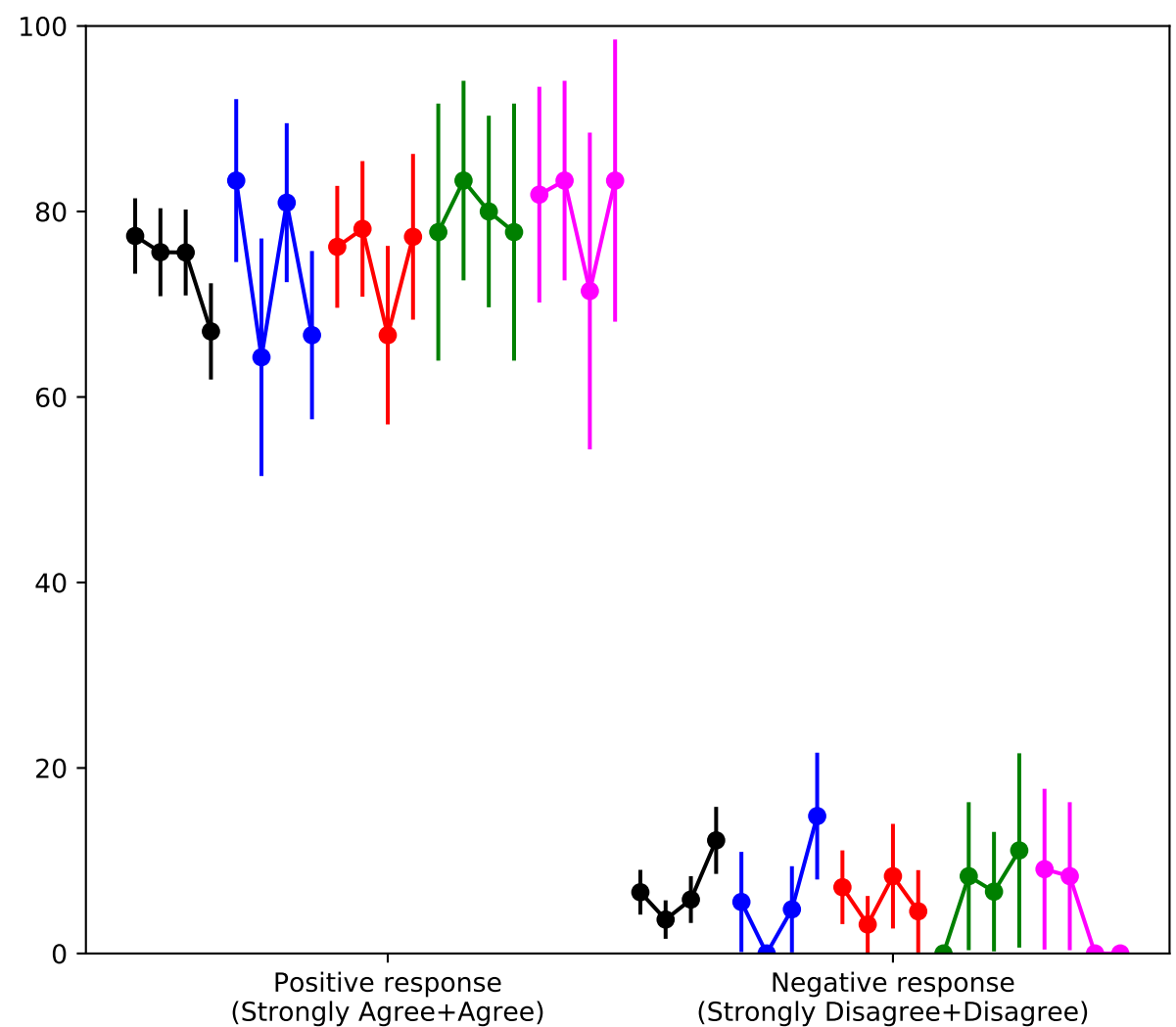
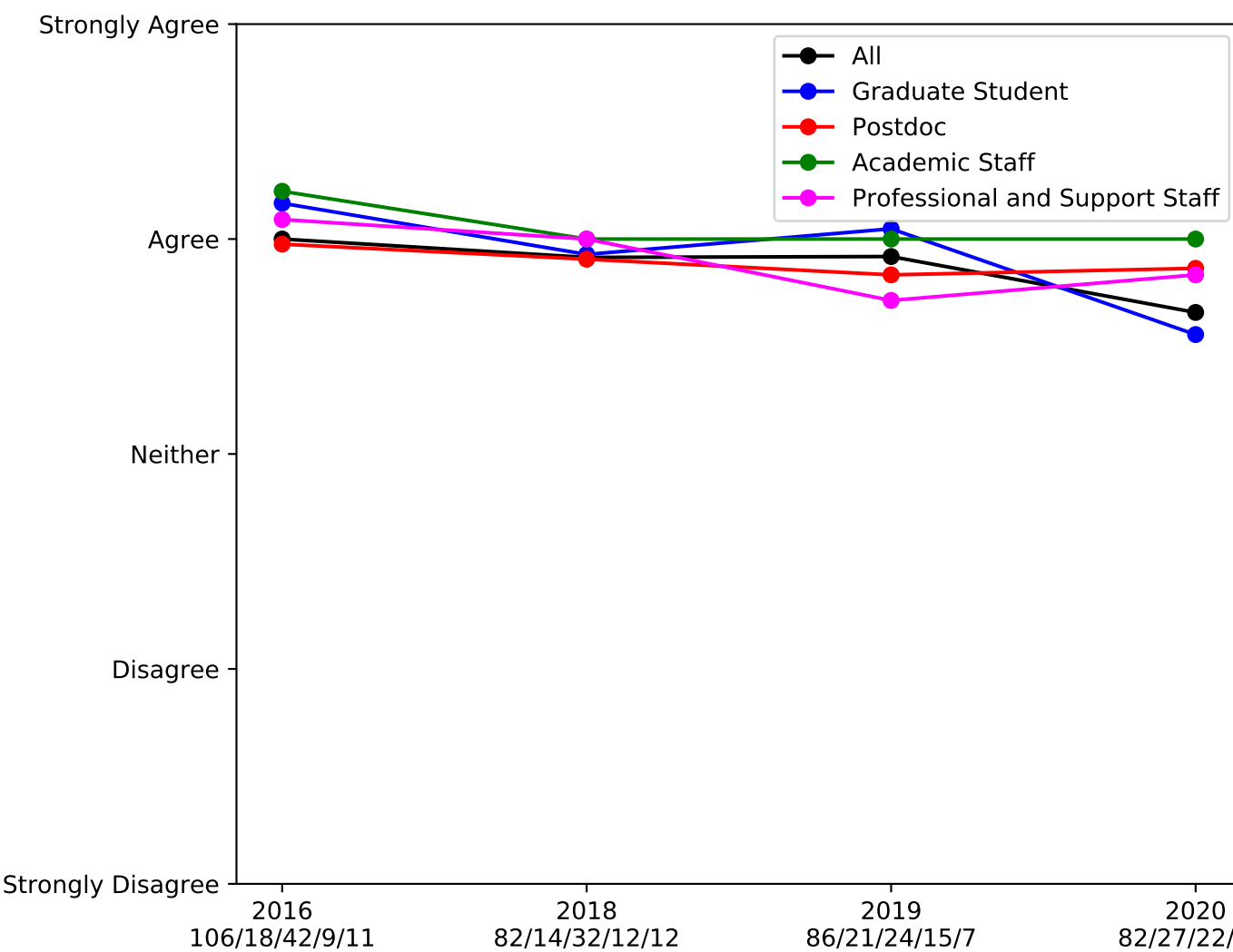
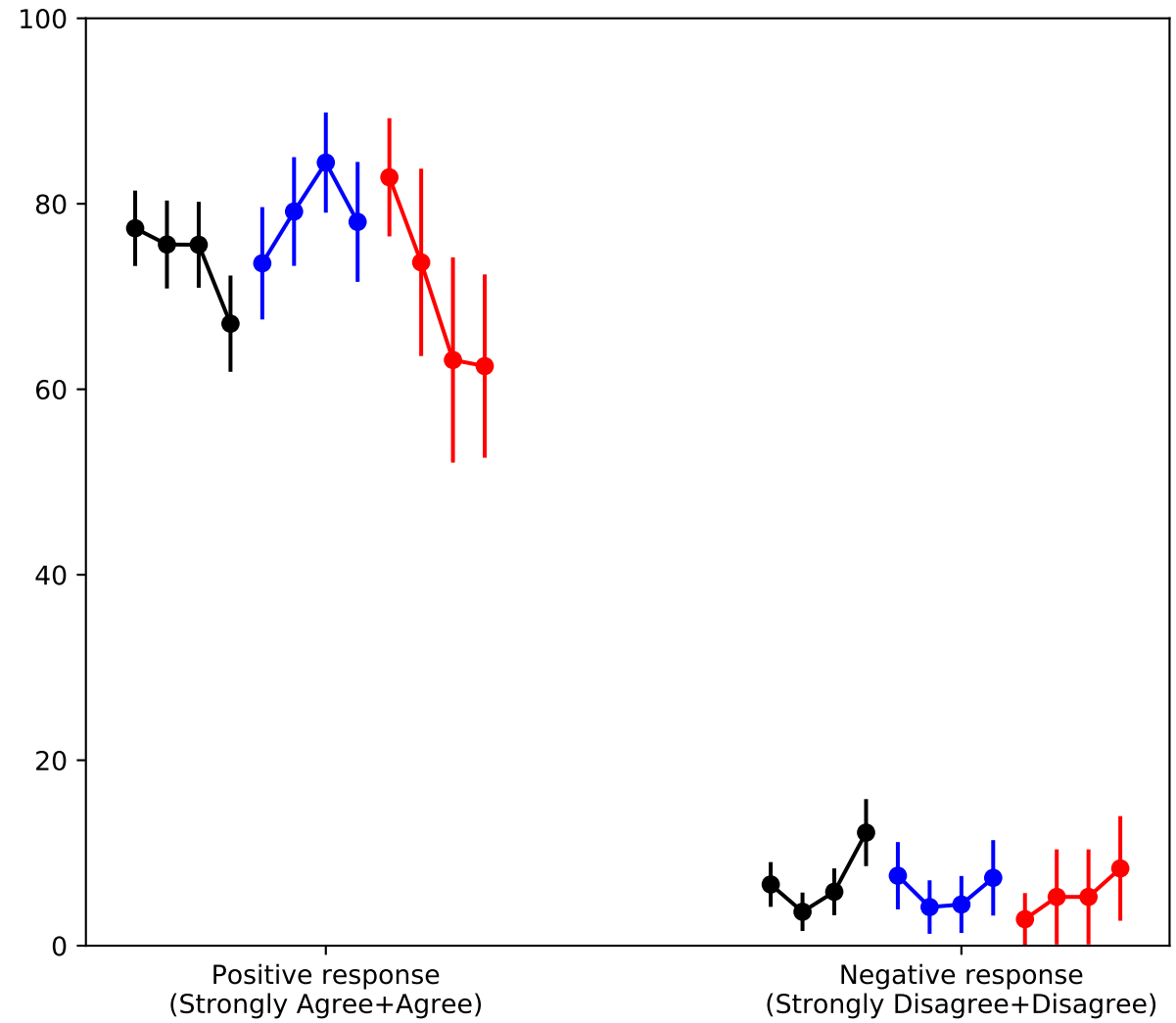
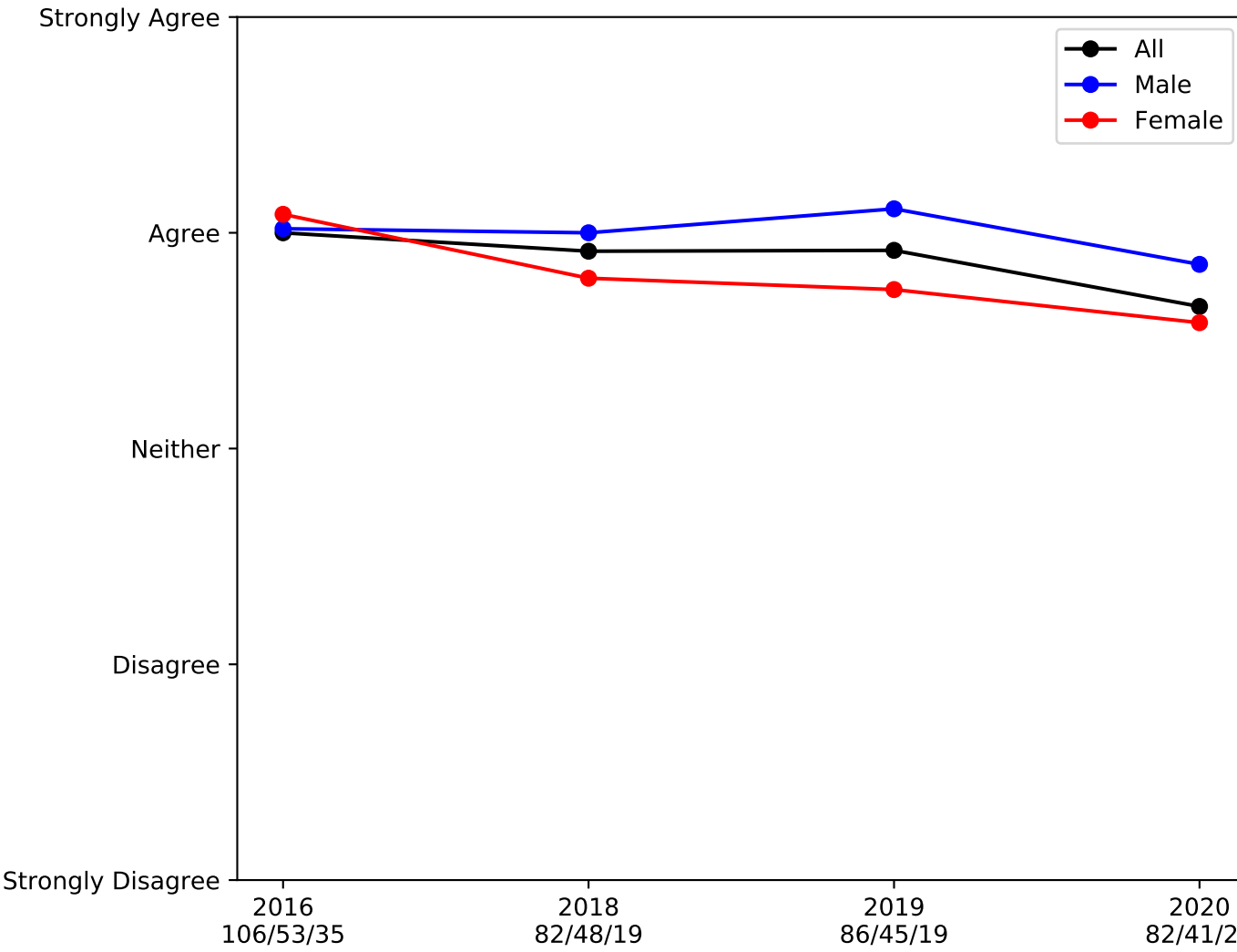
Are you aware of the arrangements for shared parental leave?



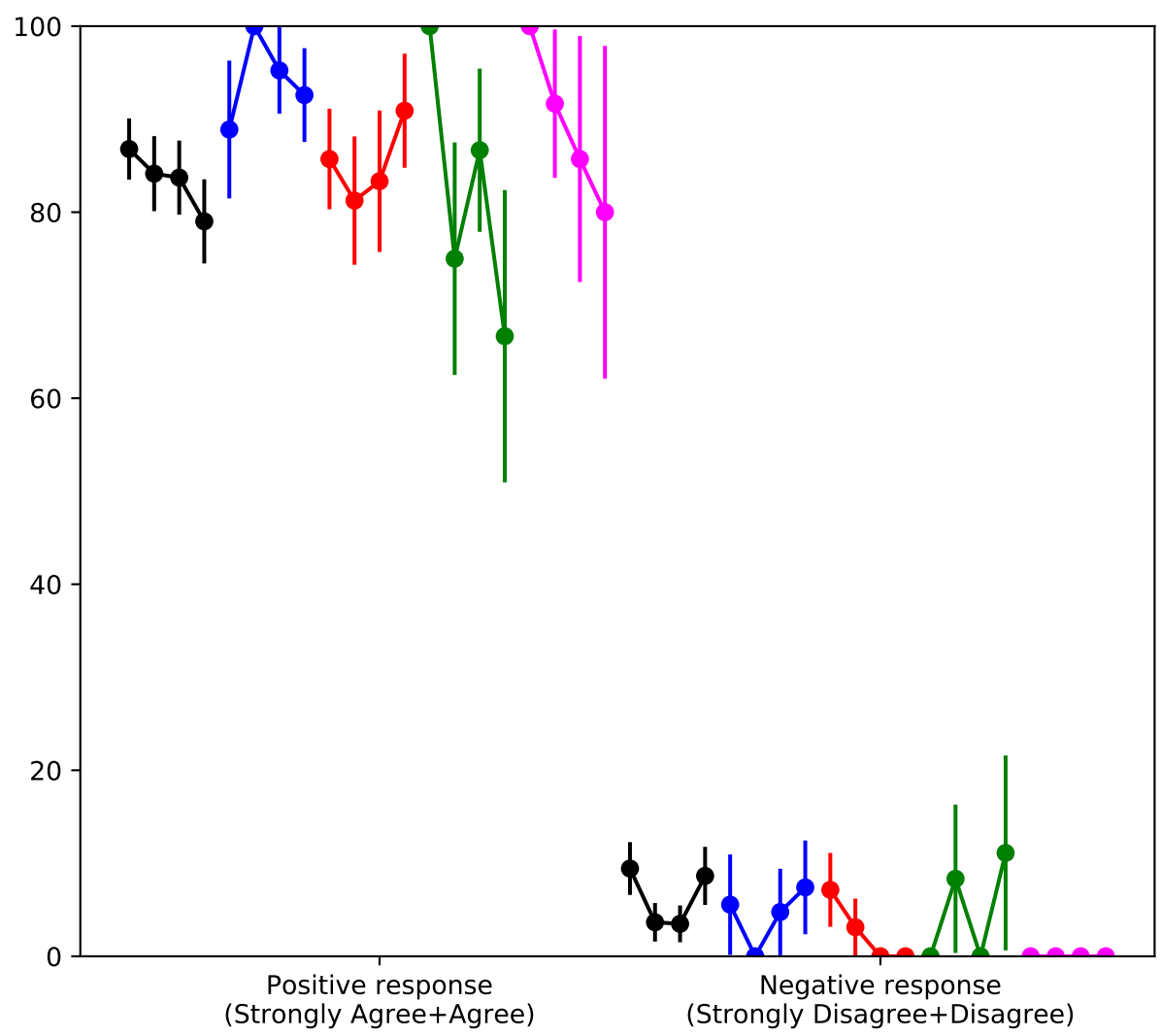
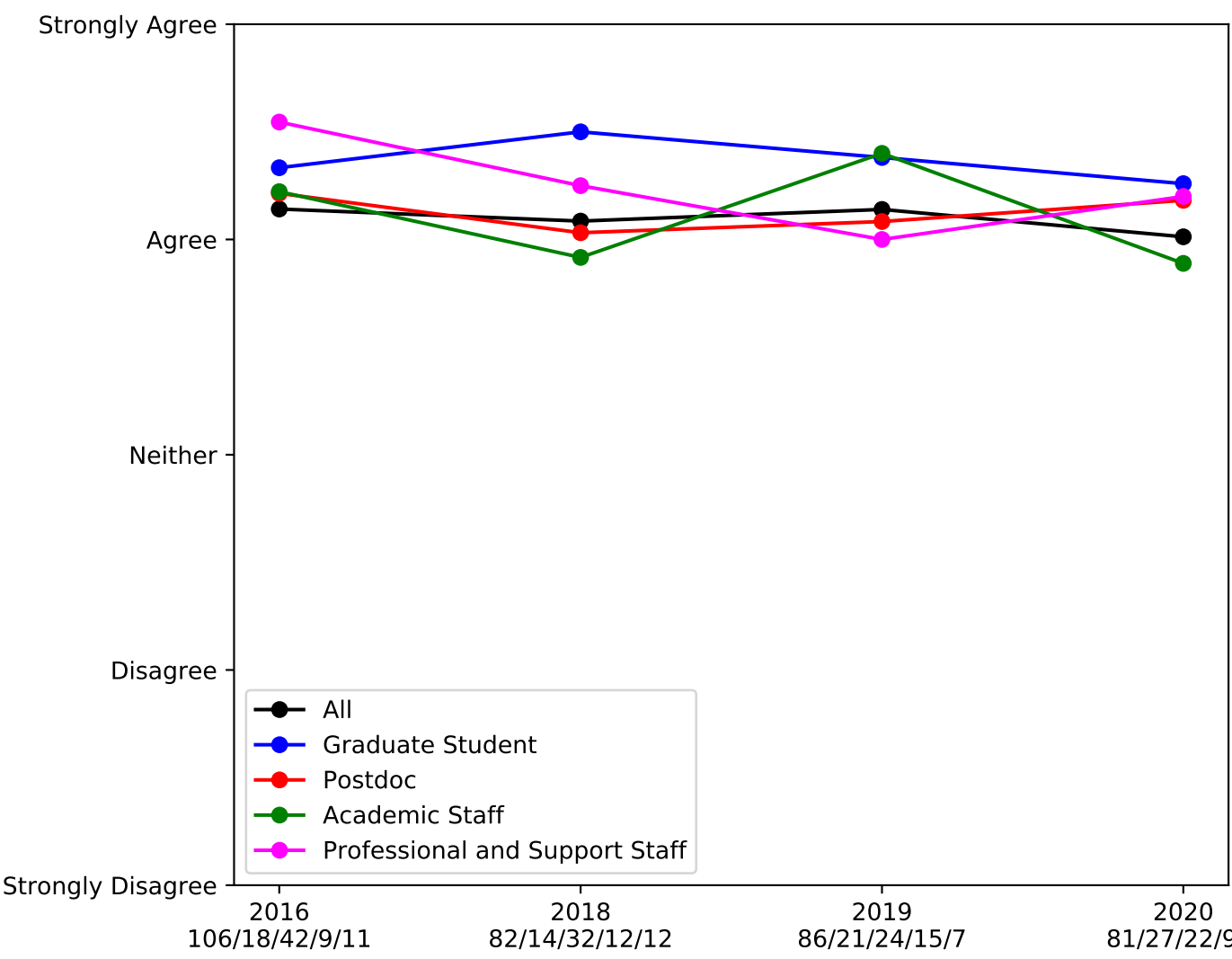
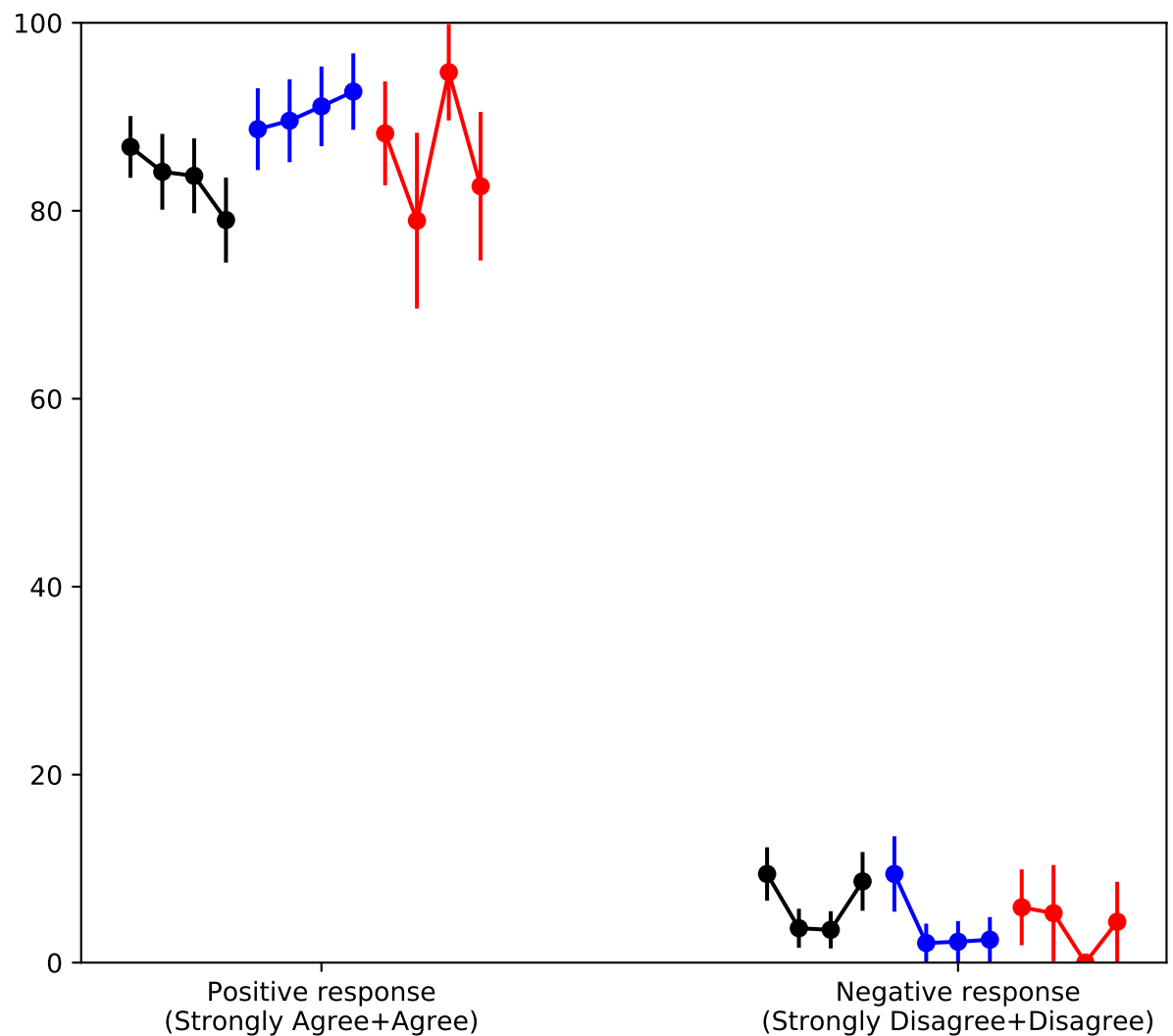
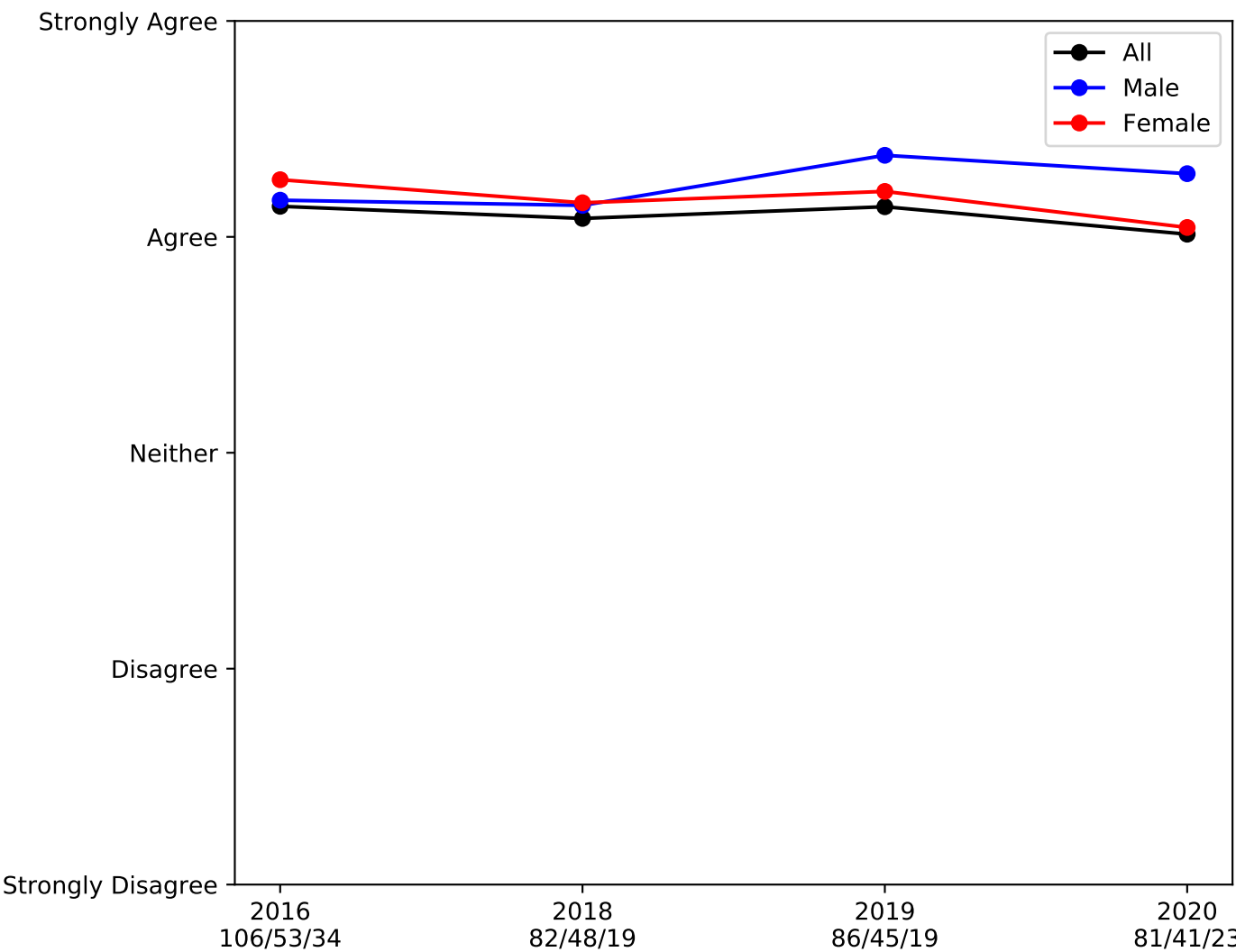
I believe that the University is an equal opportunity employer



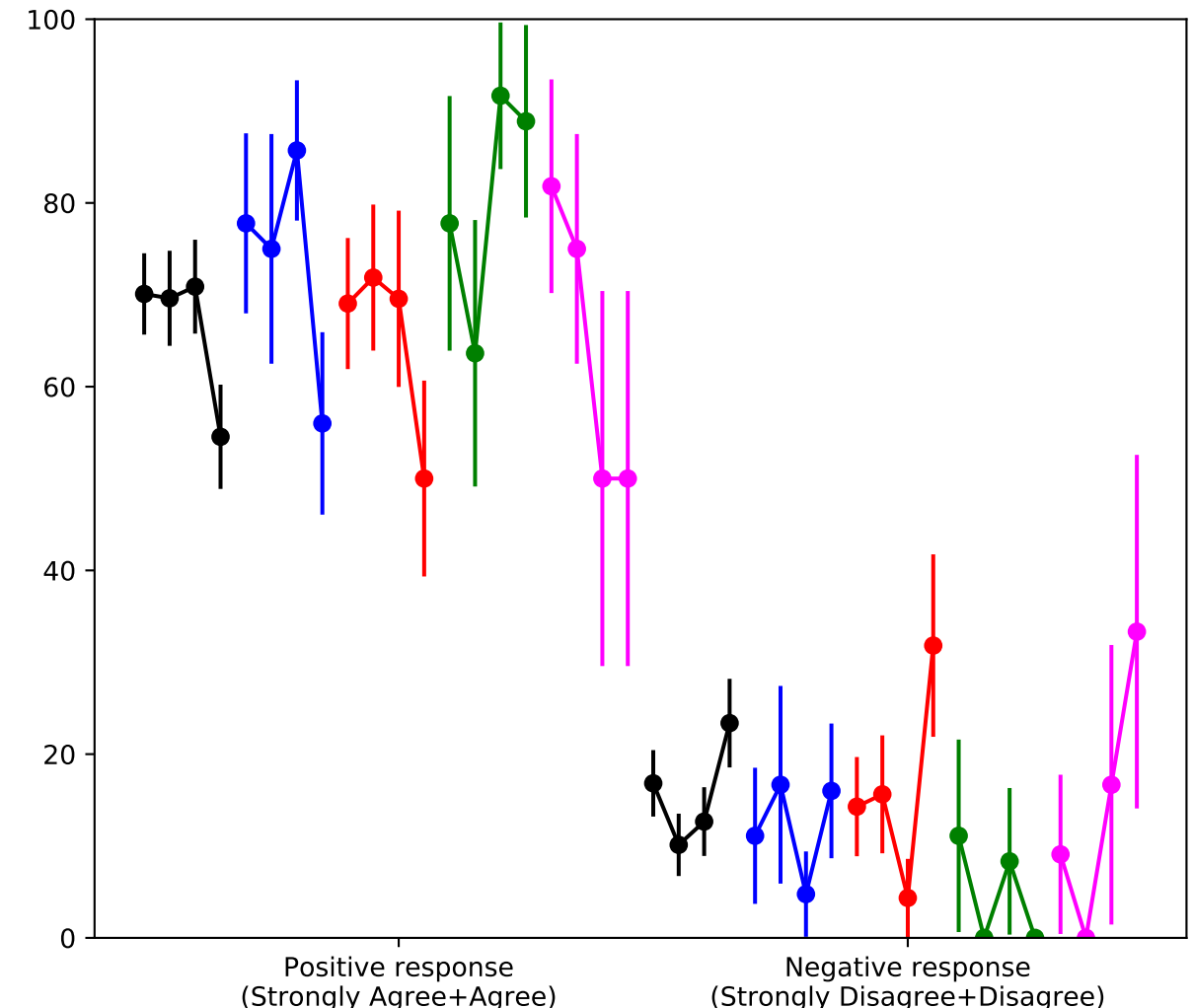
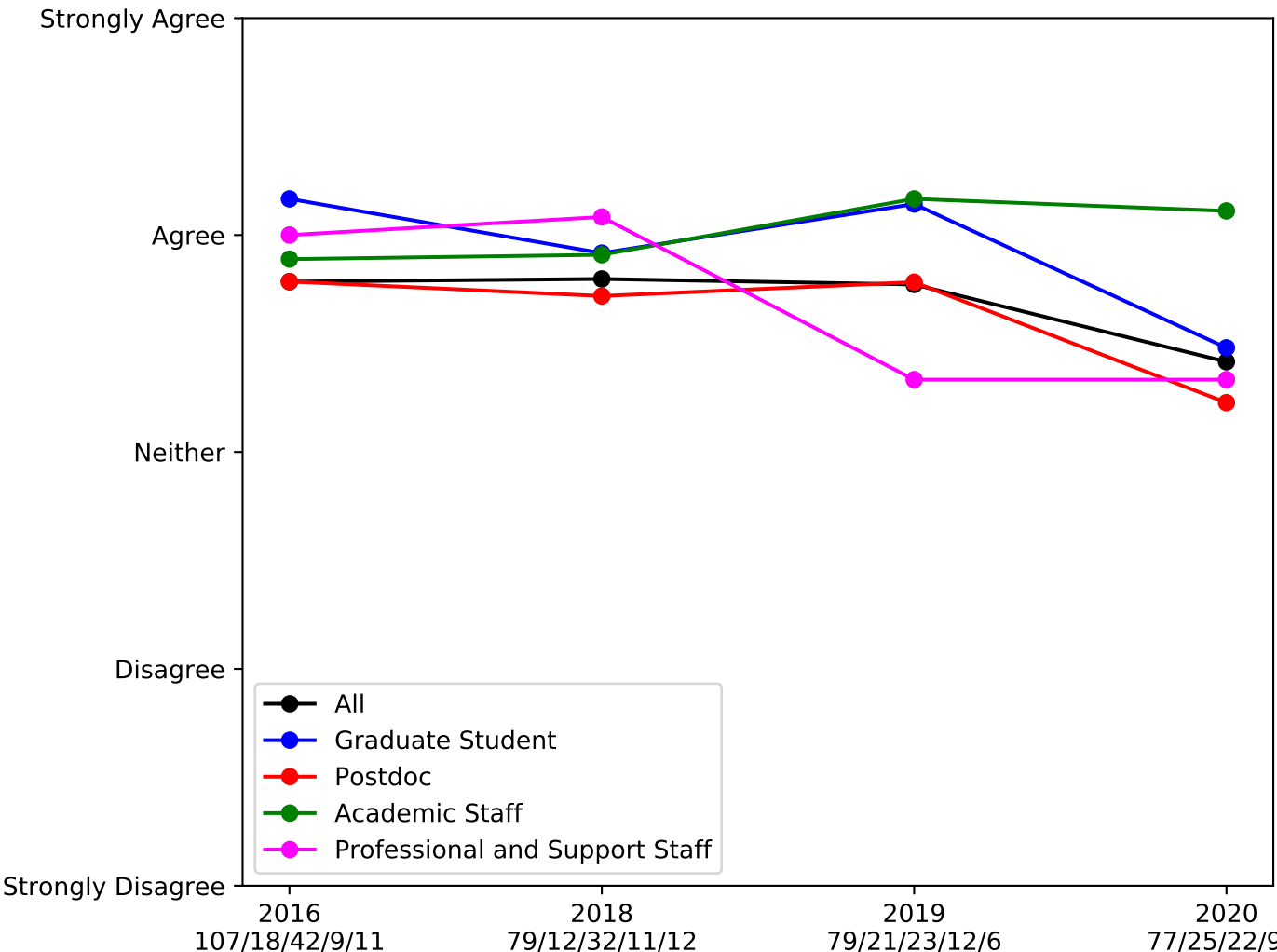
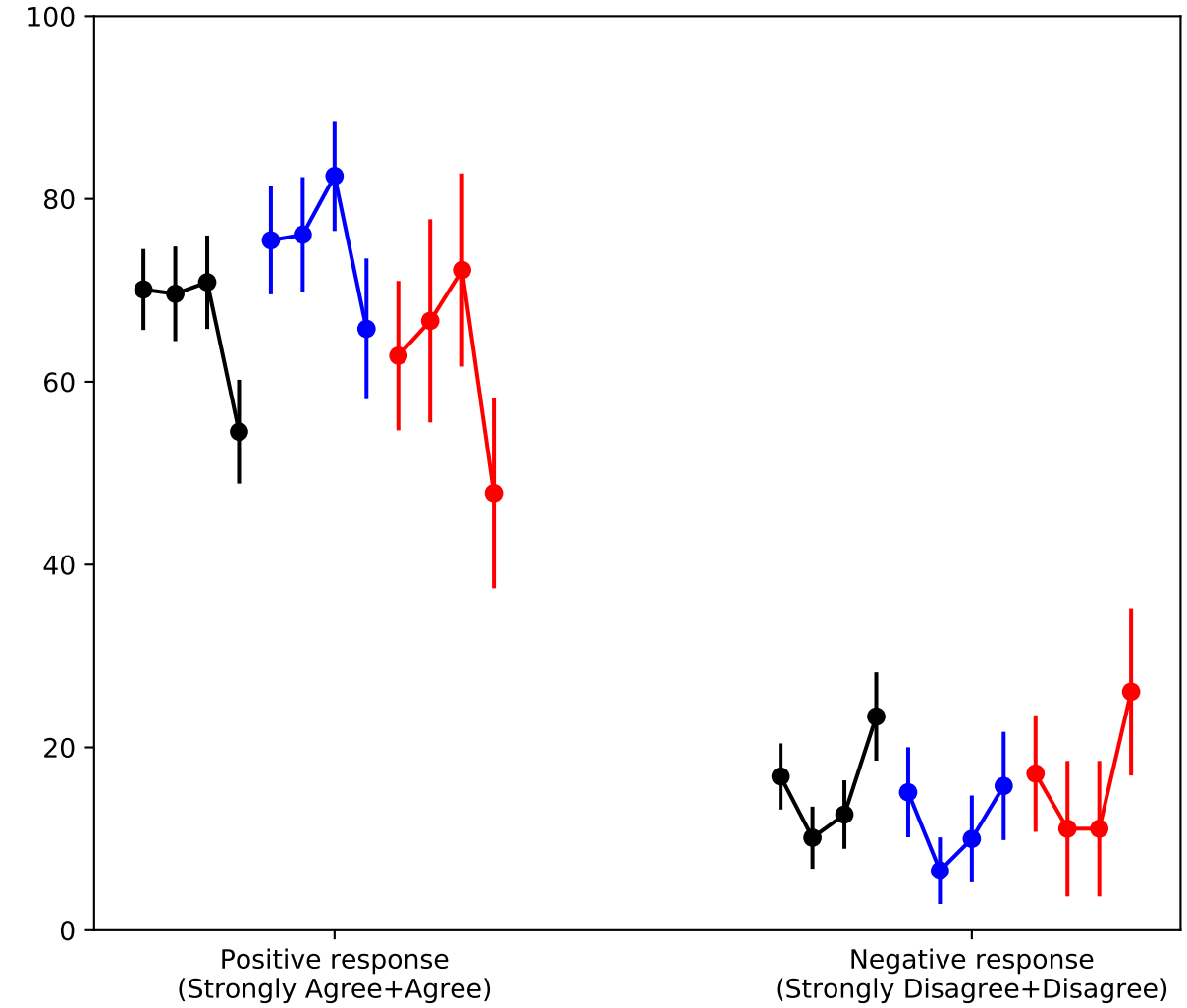
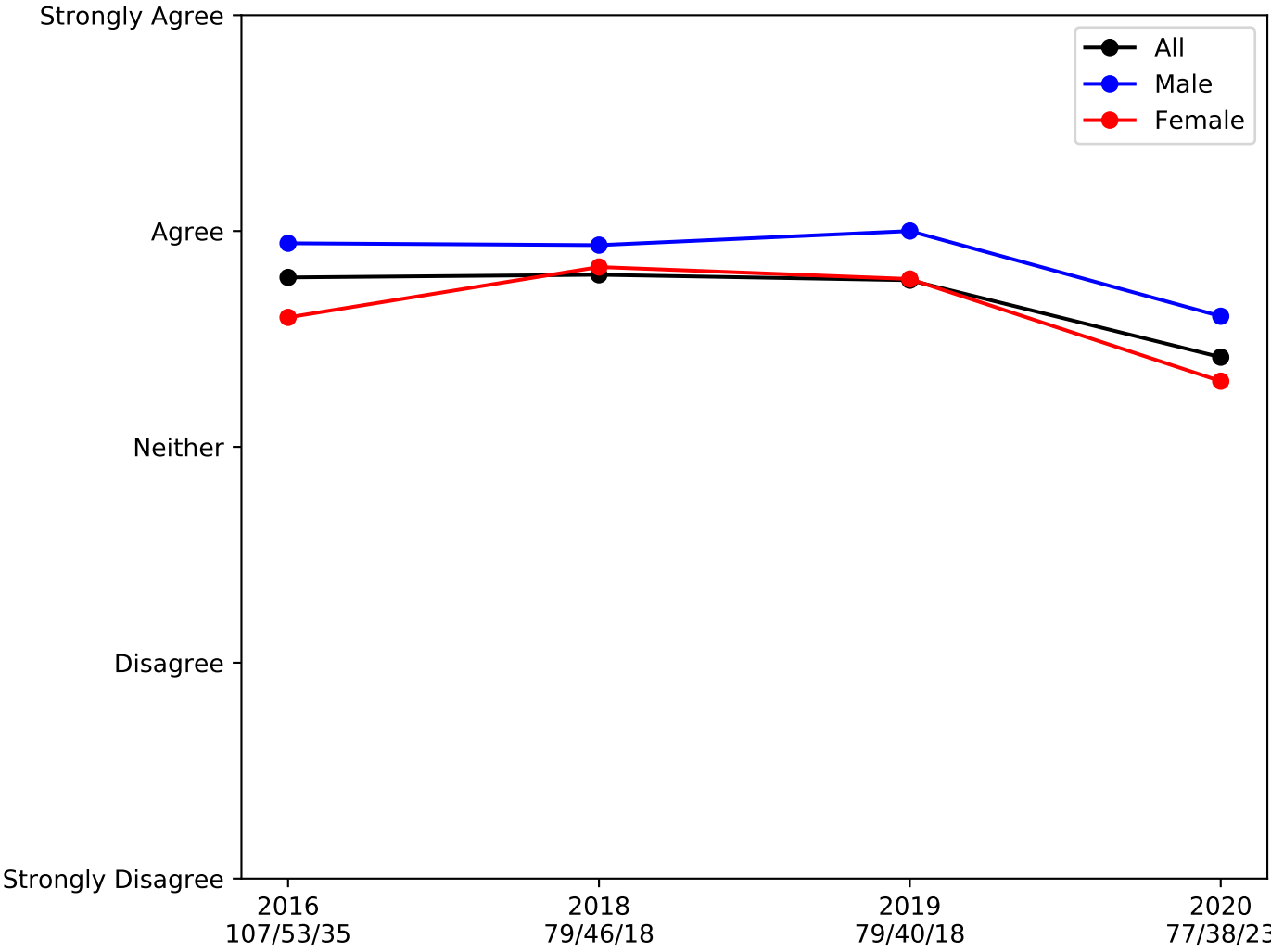
I believe that the Institute values individual differences
(e.g. cultures, backgrounds, working styles, ideas)



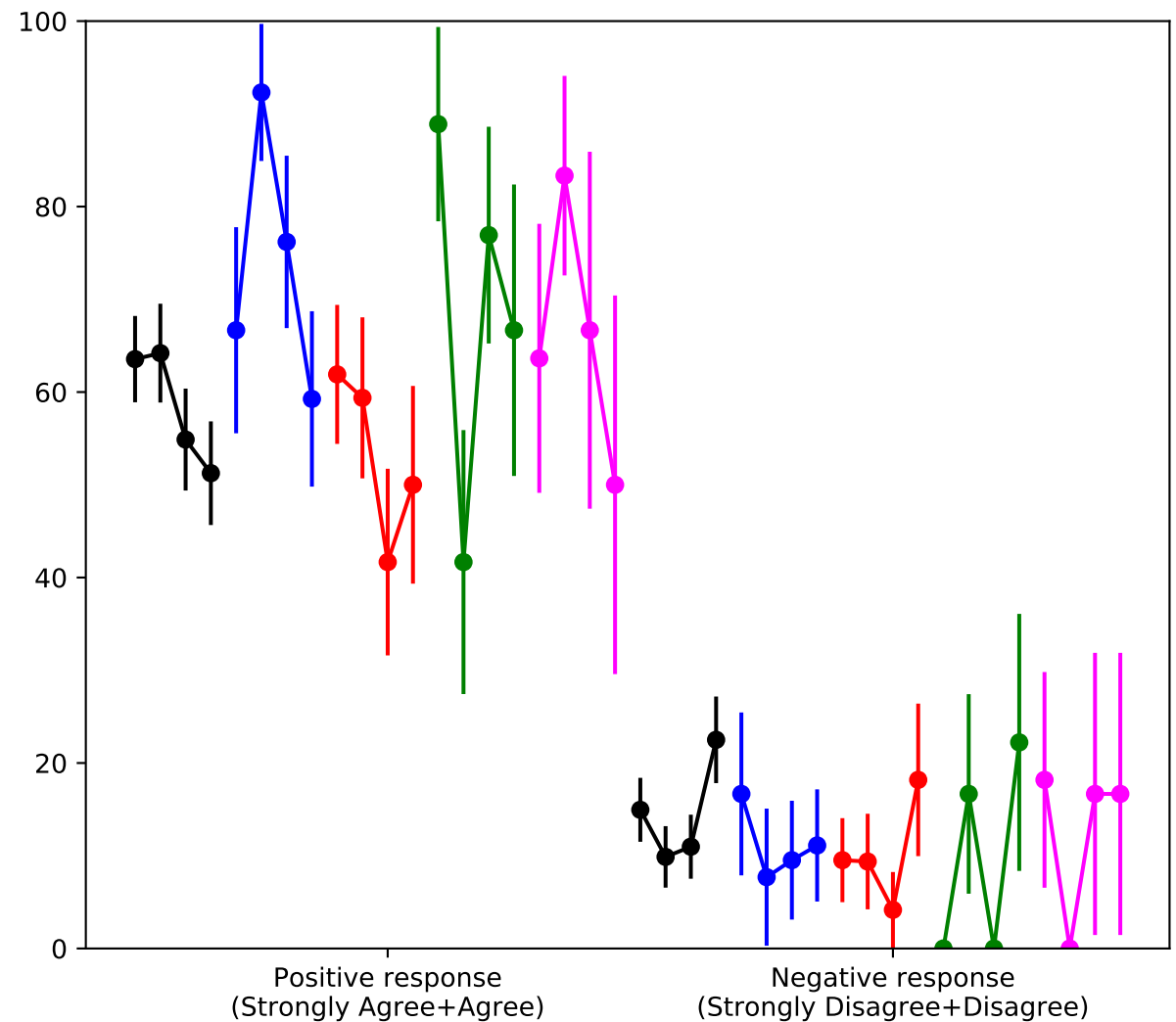
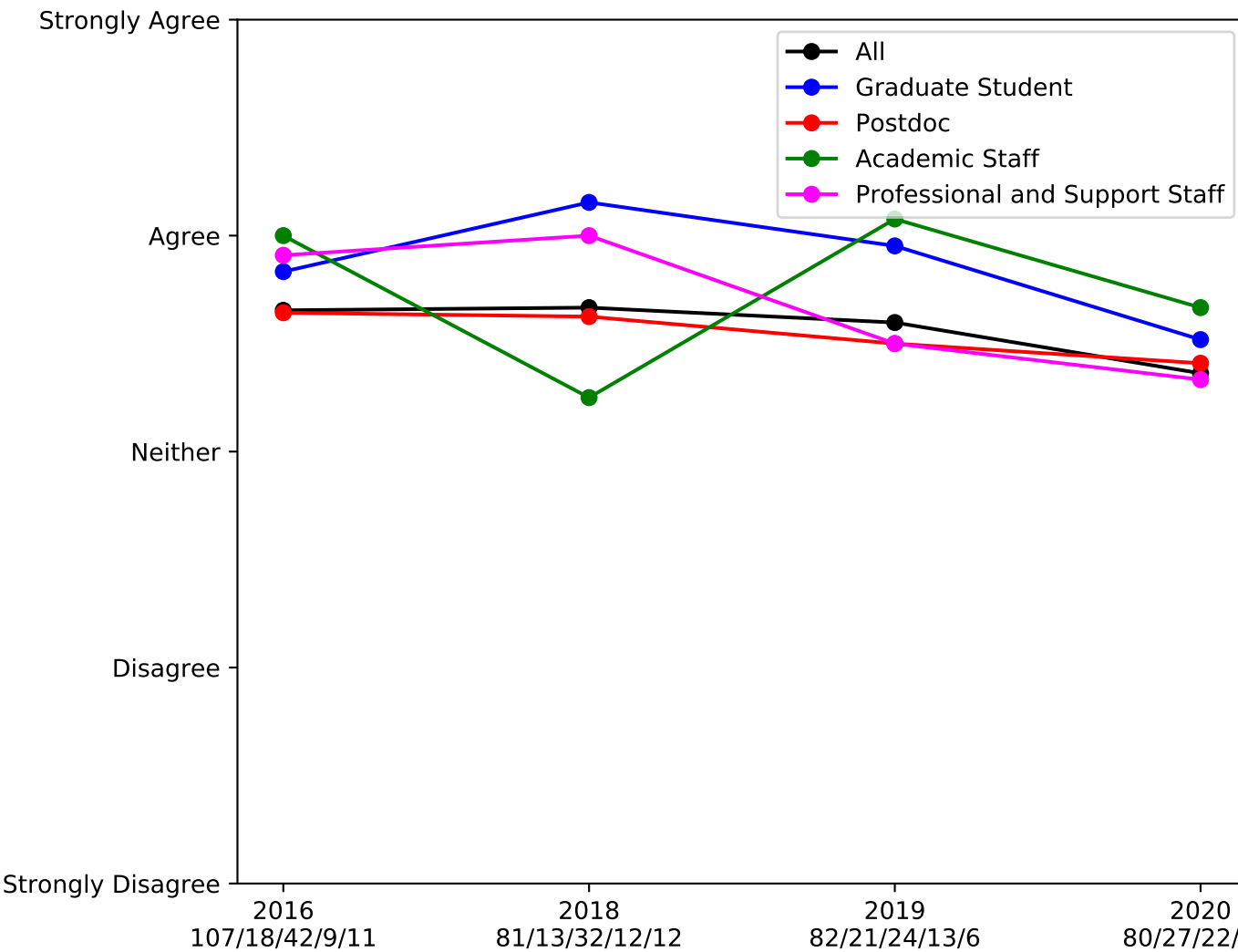
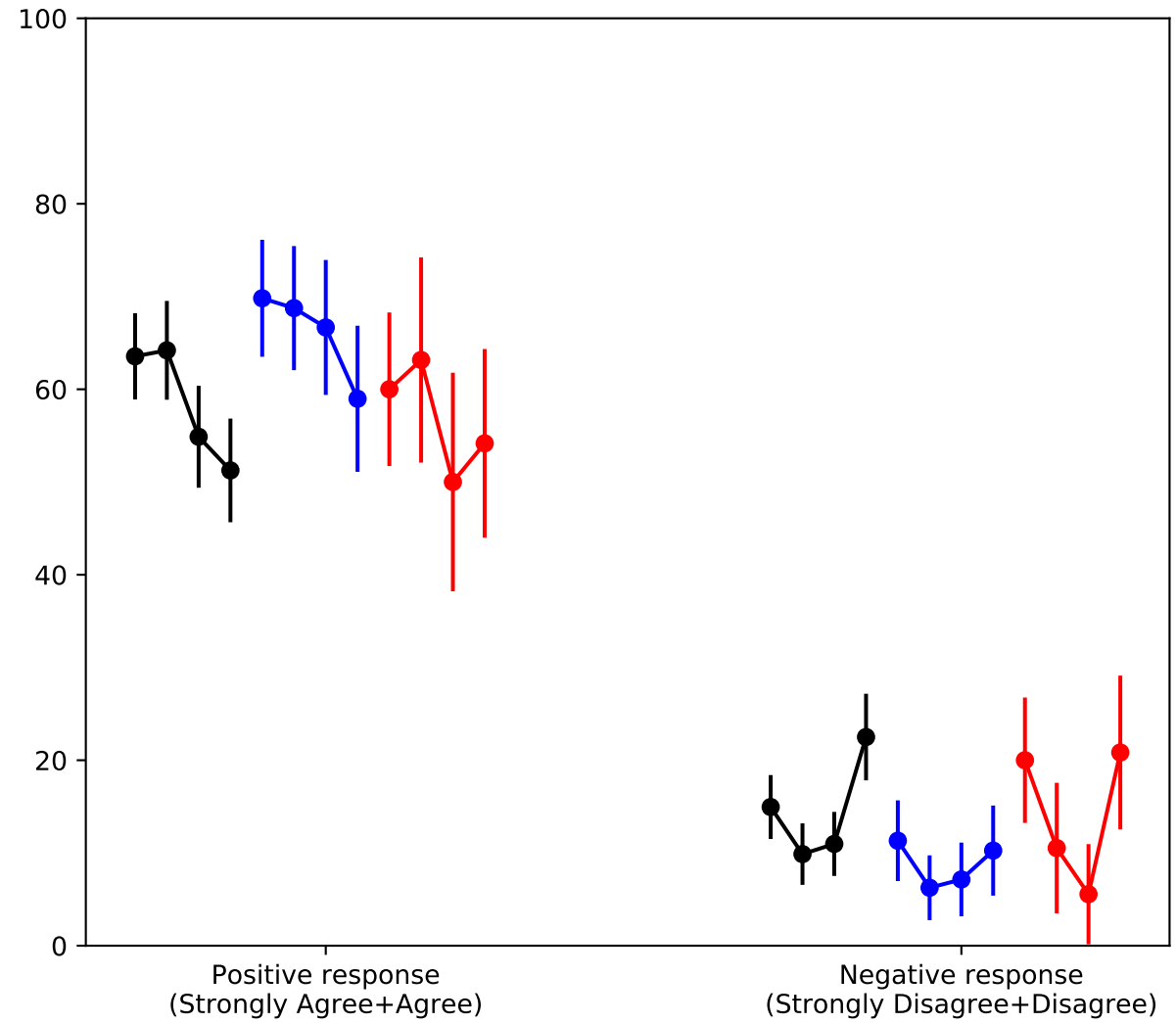
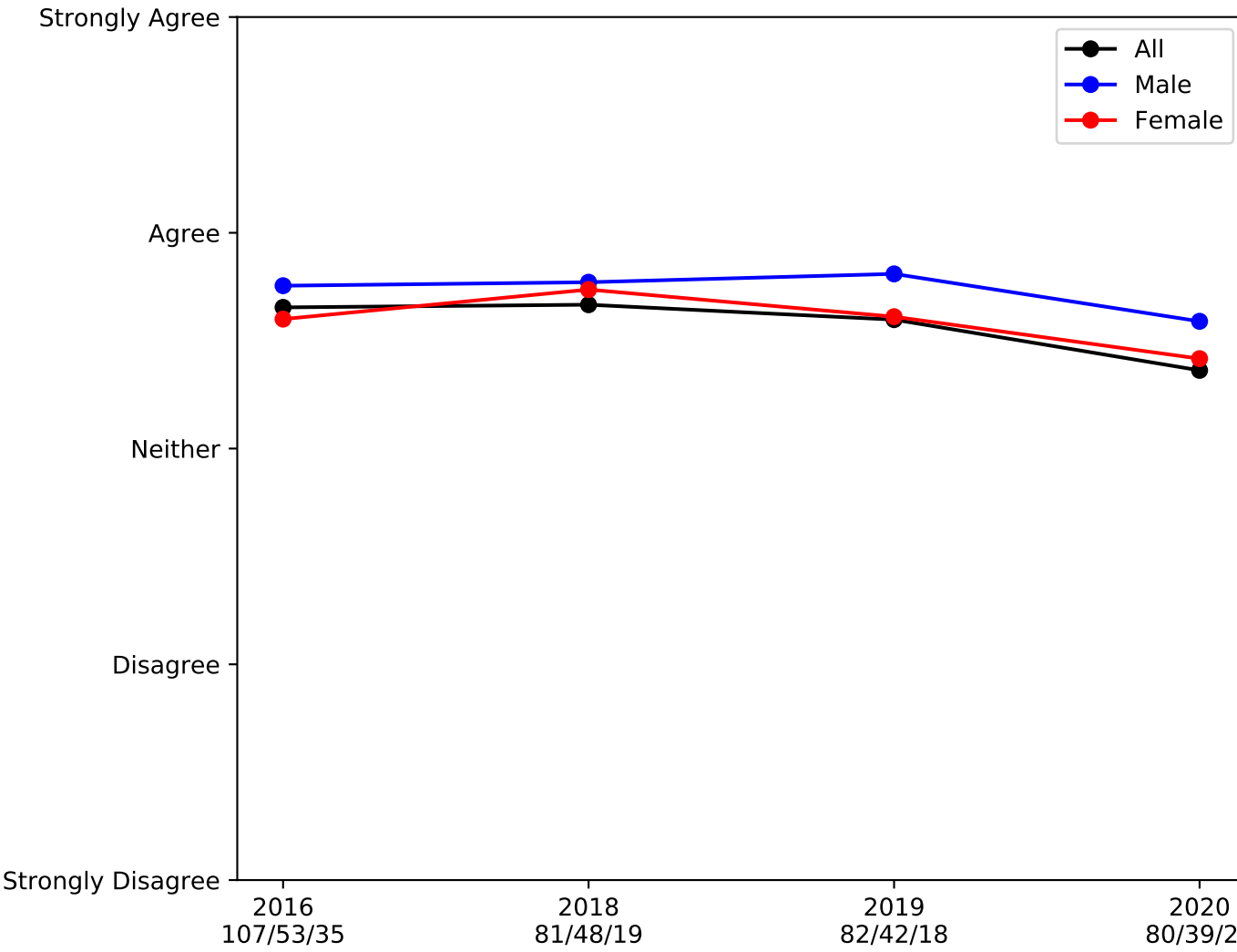
I am treated with fairness and respect in the Institute



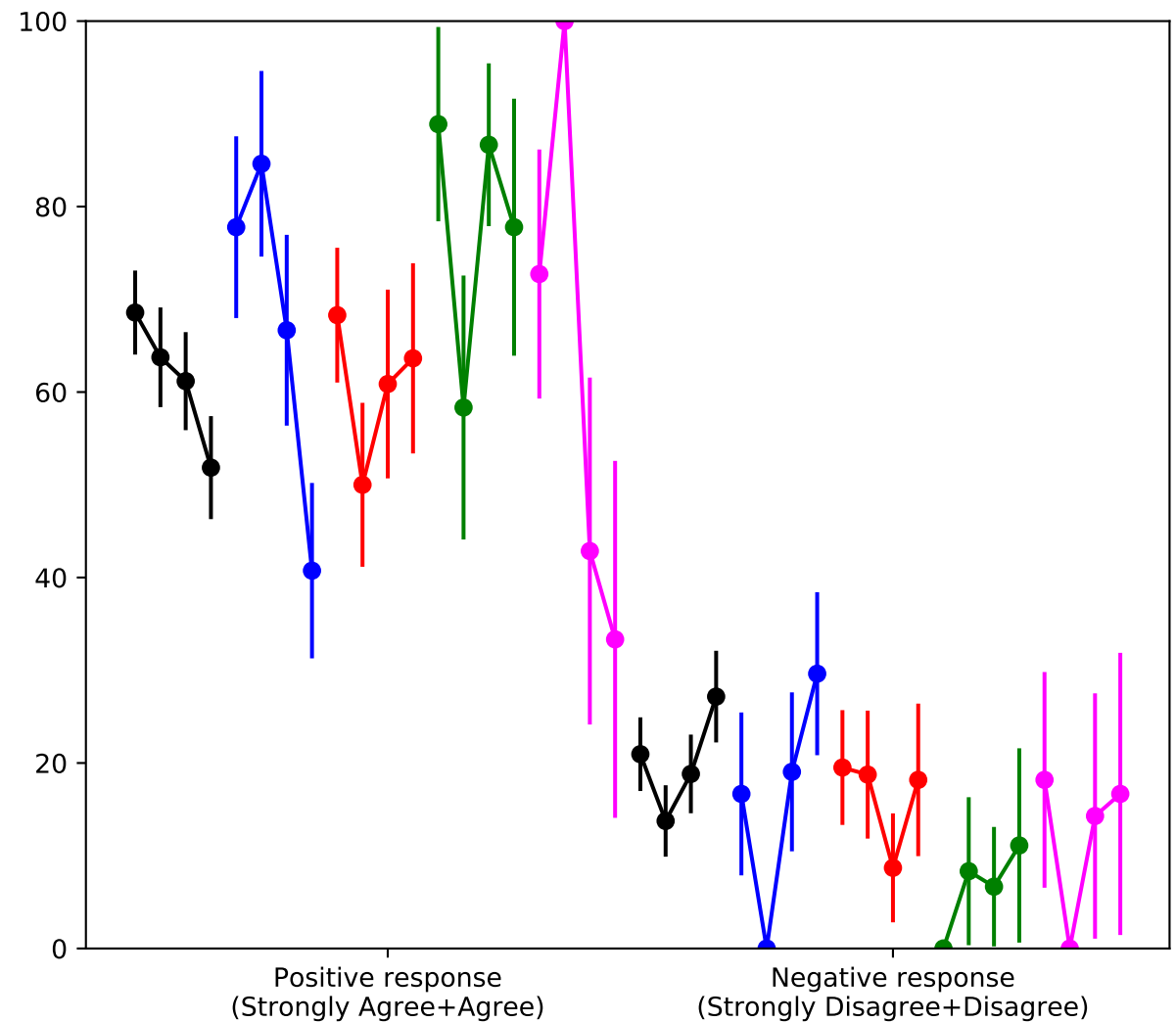
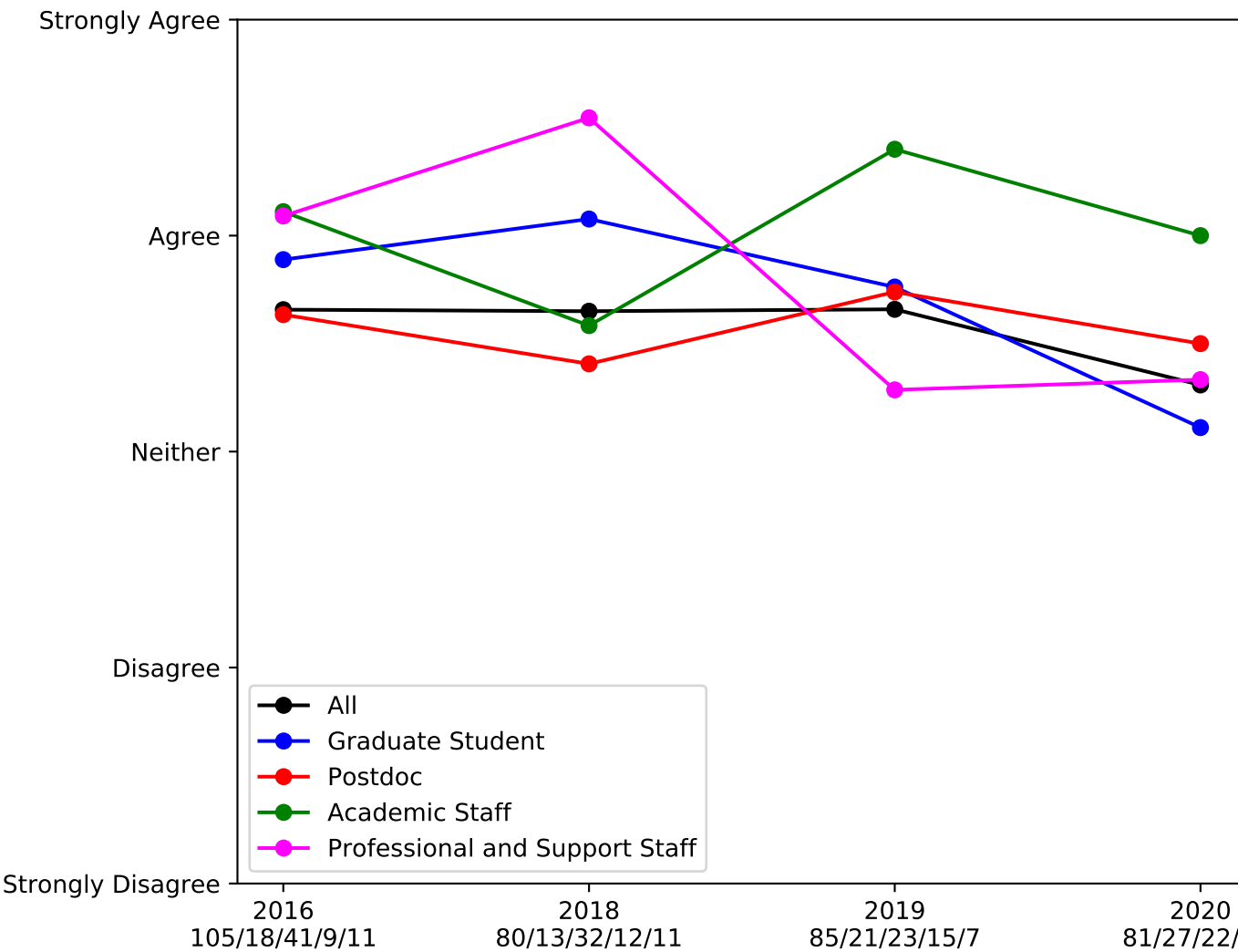
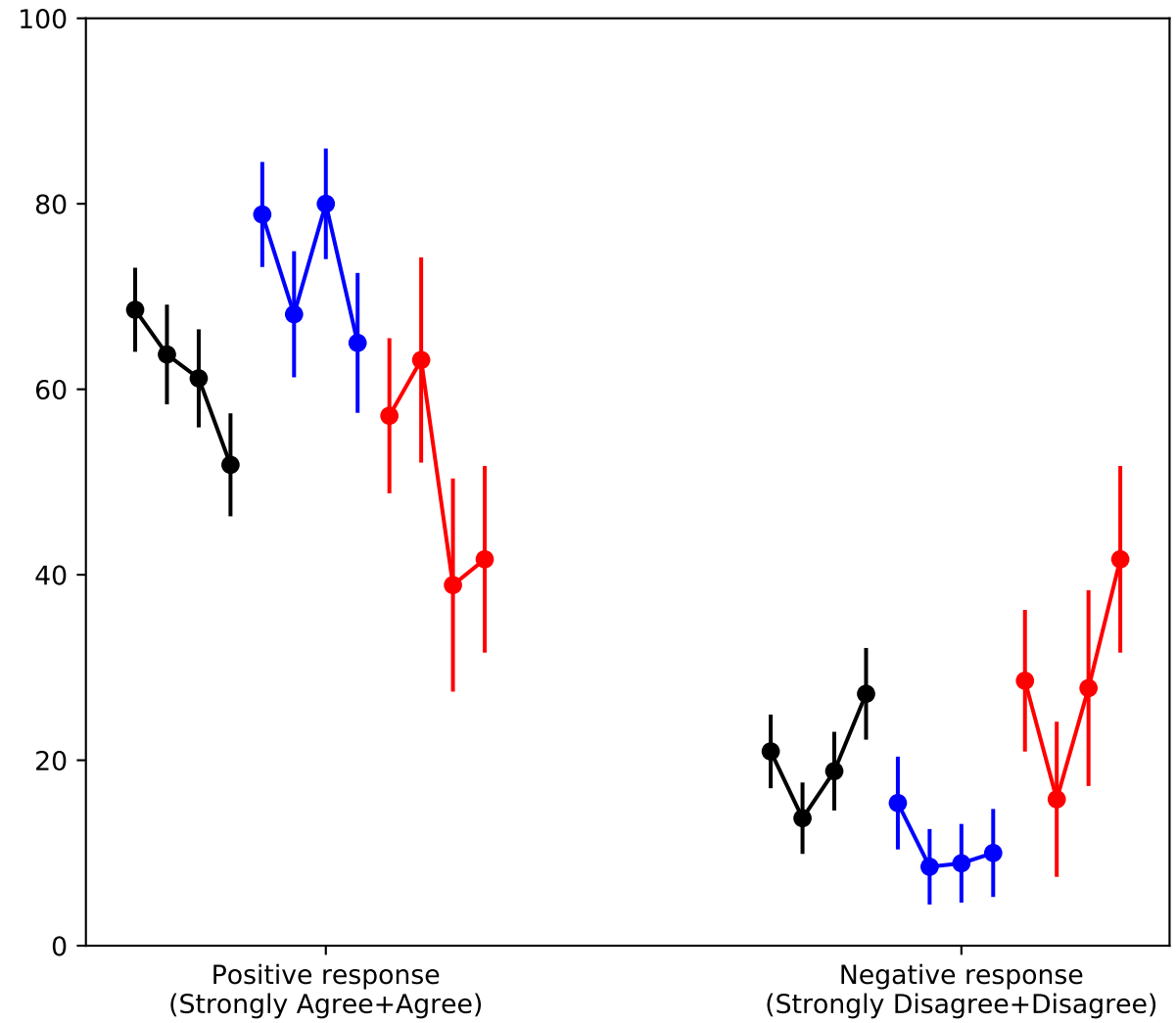
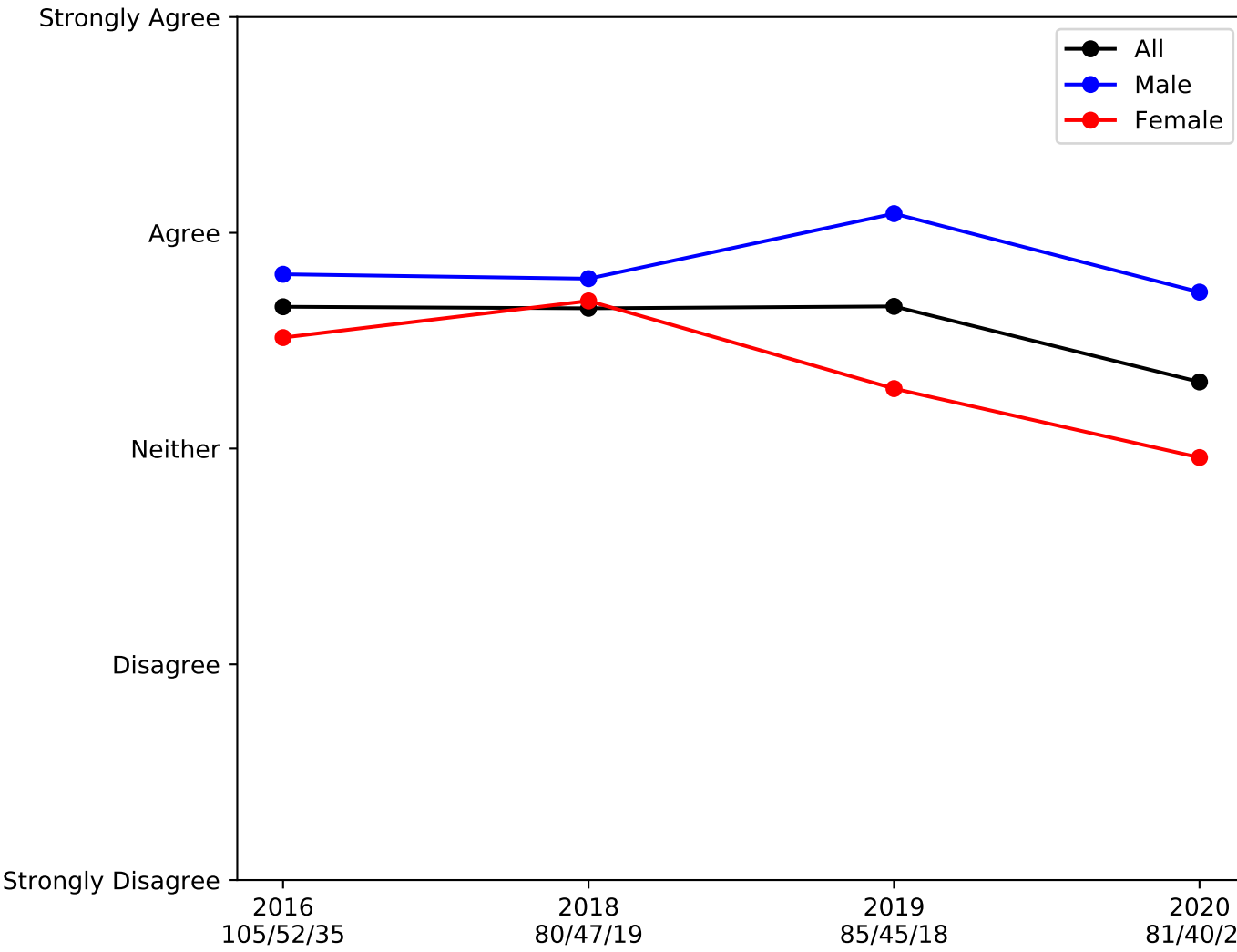
I feel I have equal opportunity for development and career progression at the University regardless of my age, gender, cultural background, carer responsibilities etc.



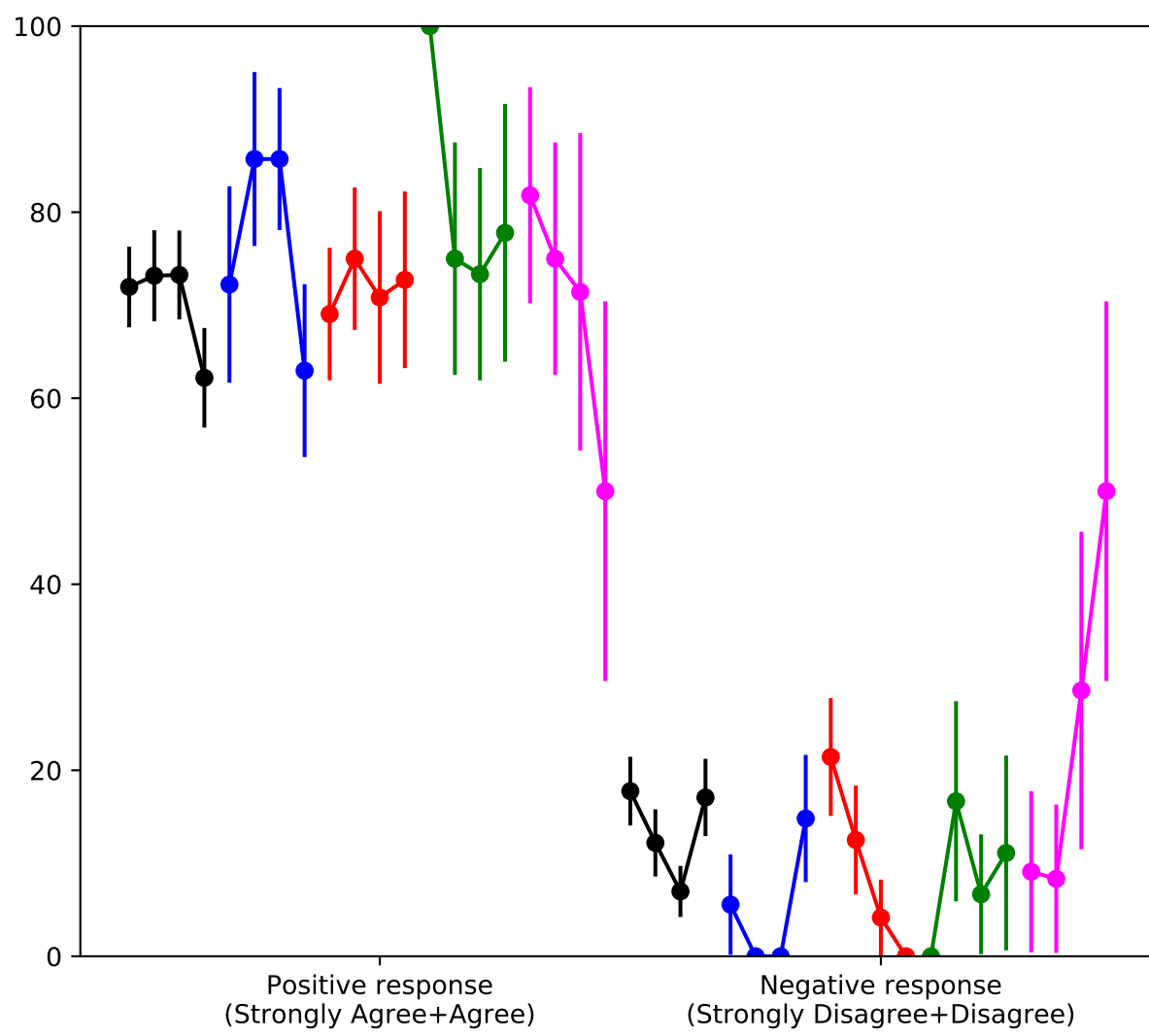
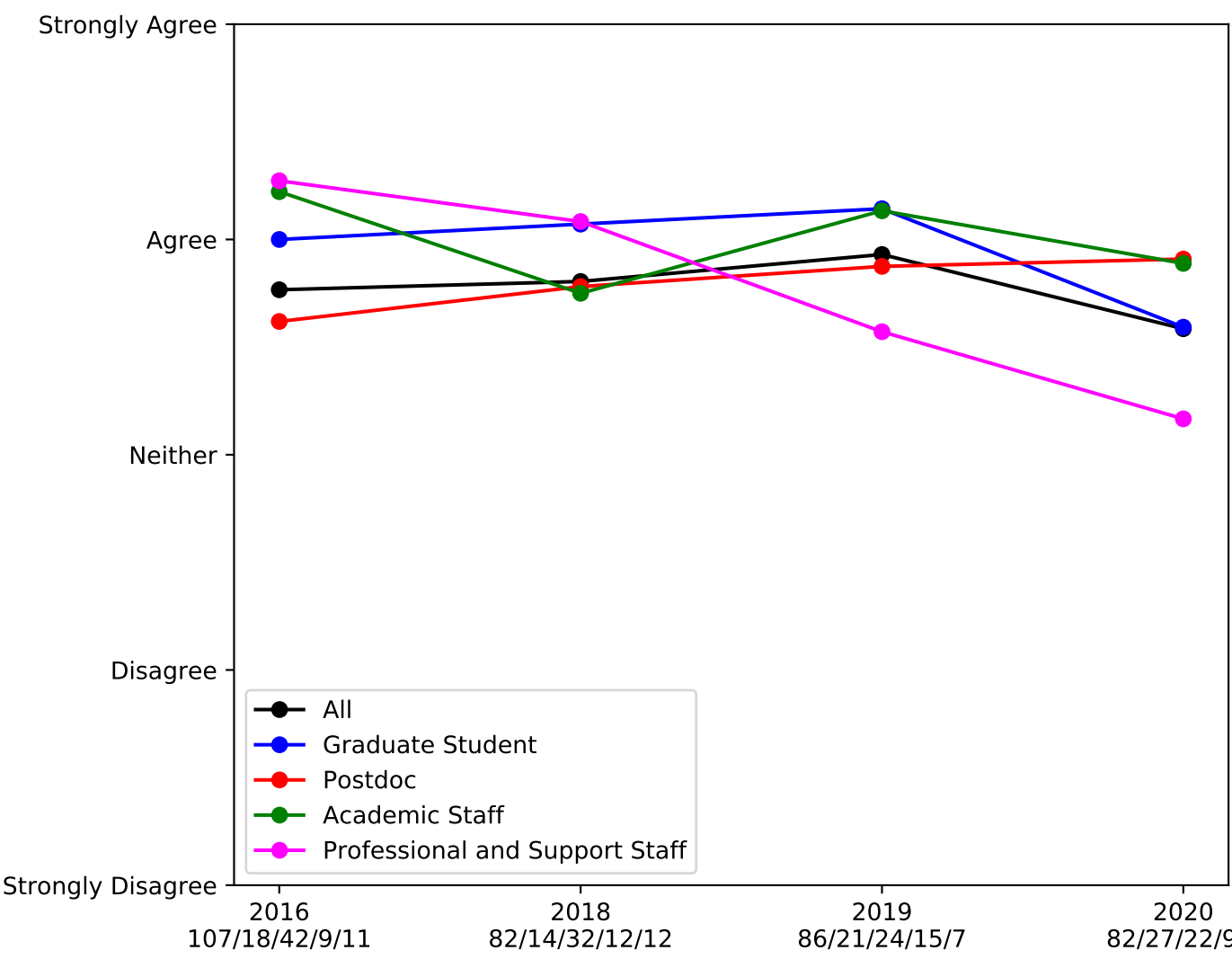
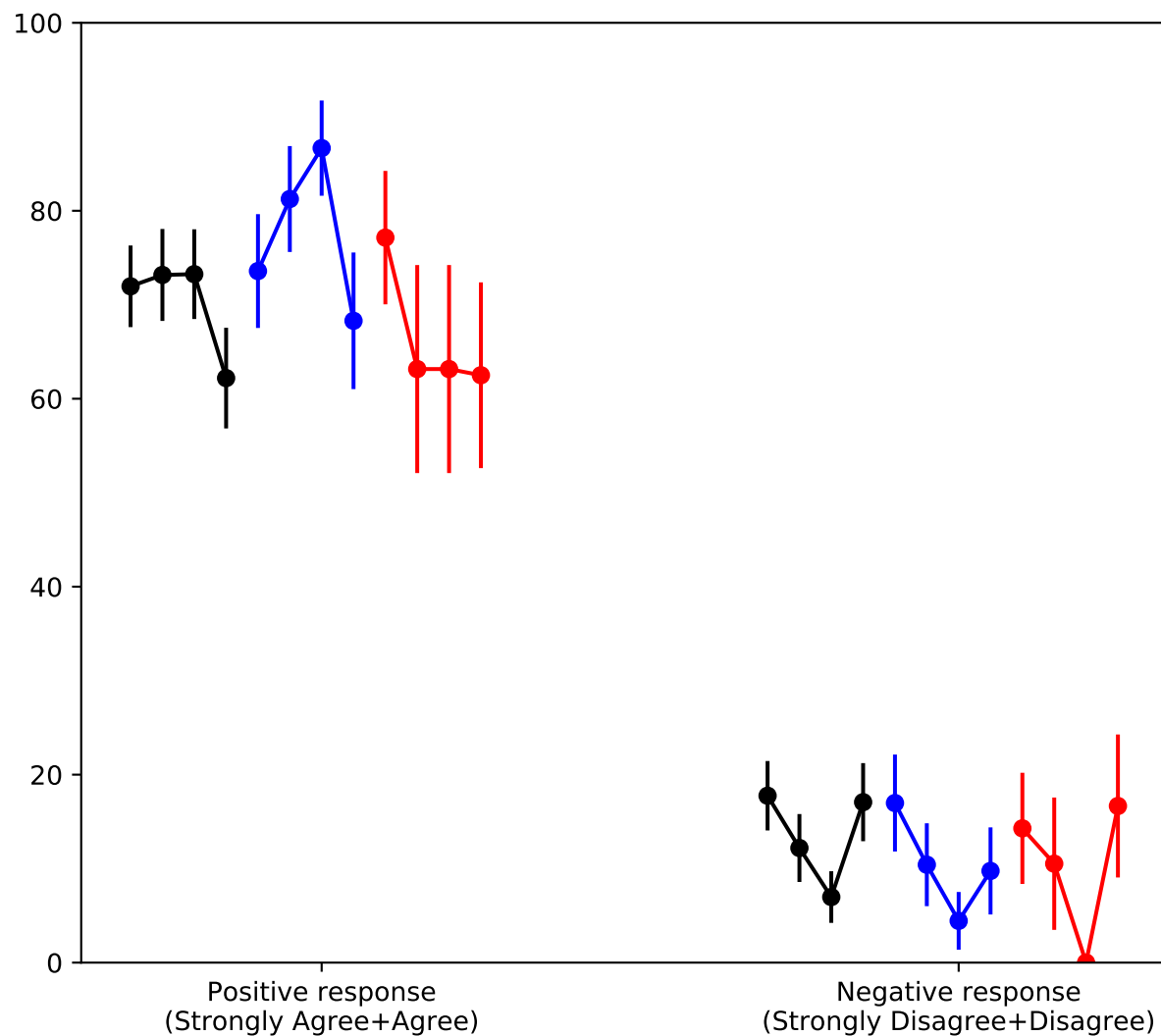
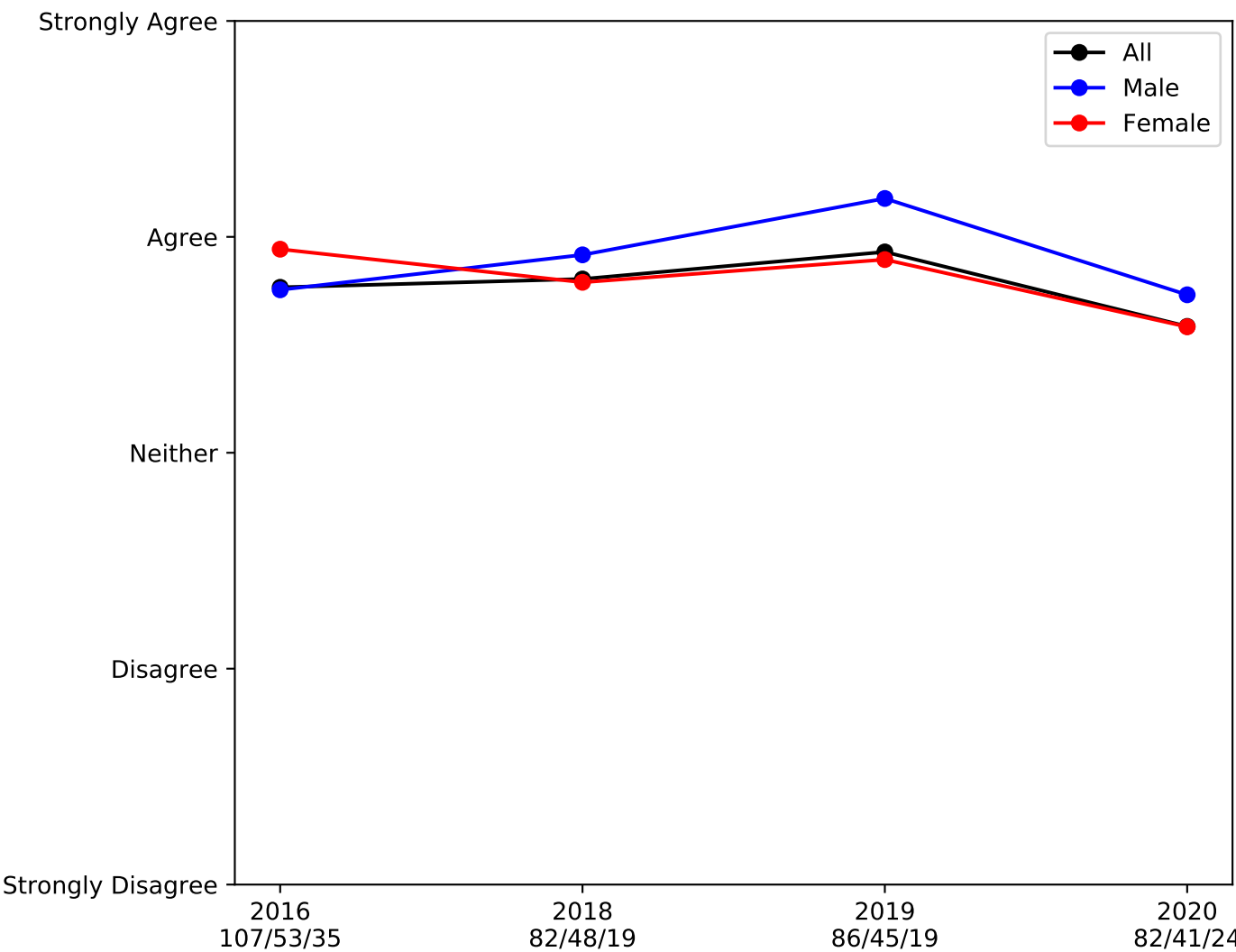
If I have an issue with being treated fairly in the workplace,
I am confident that the Institute will take appropriate action



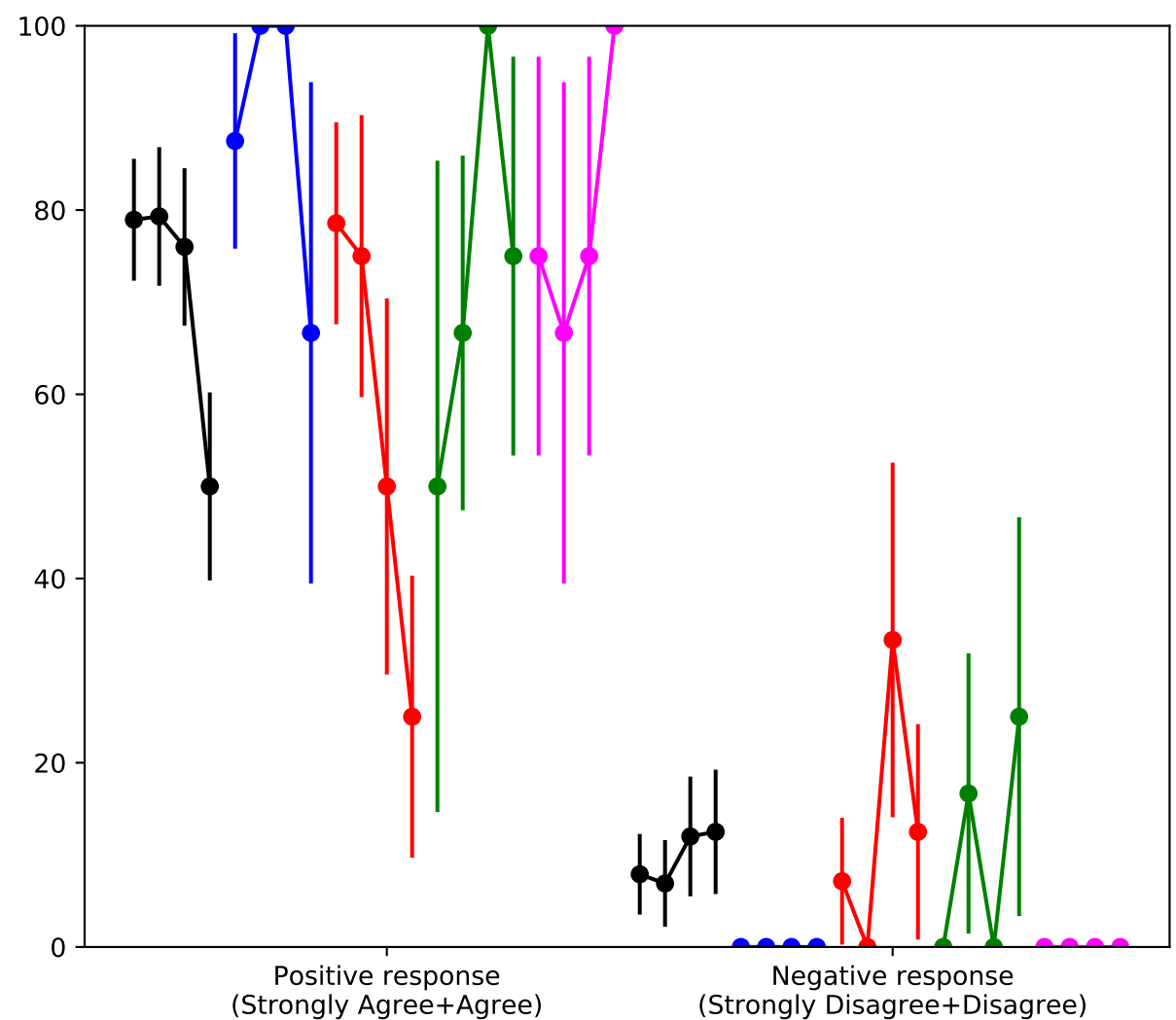
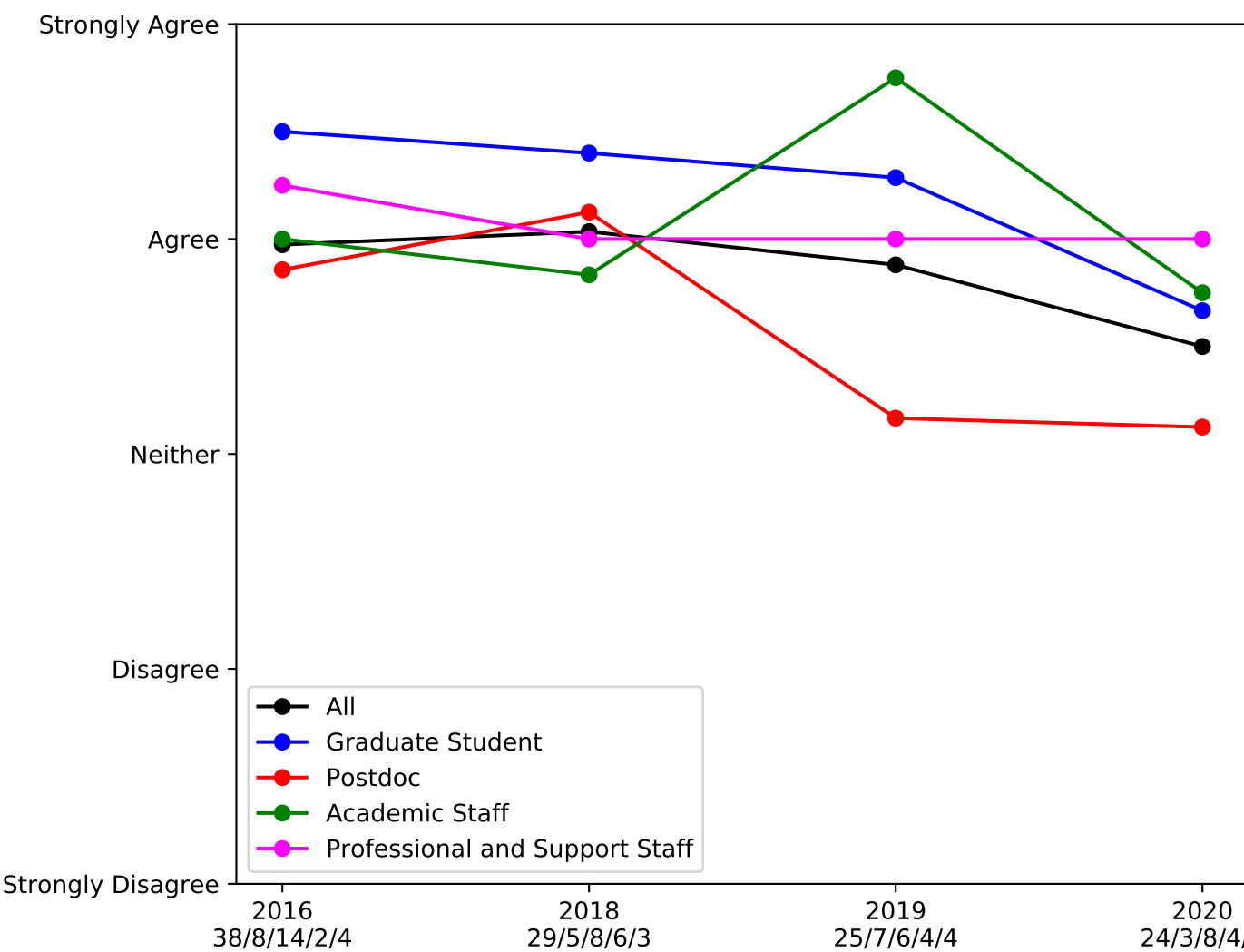
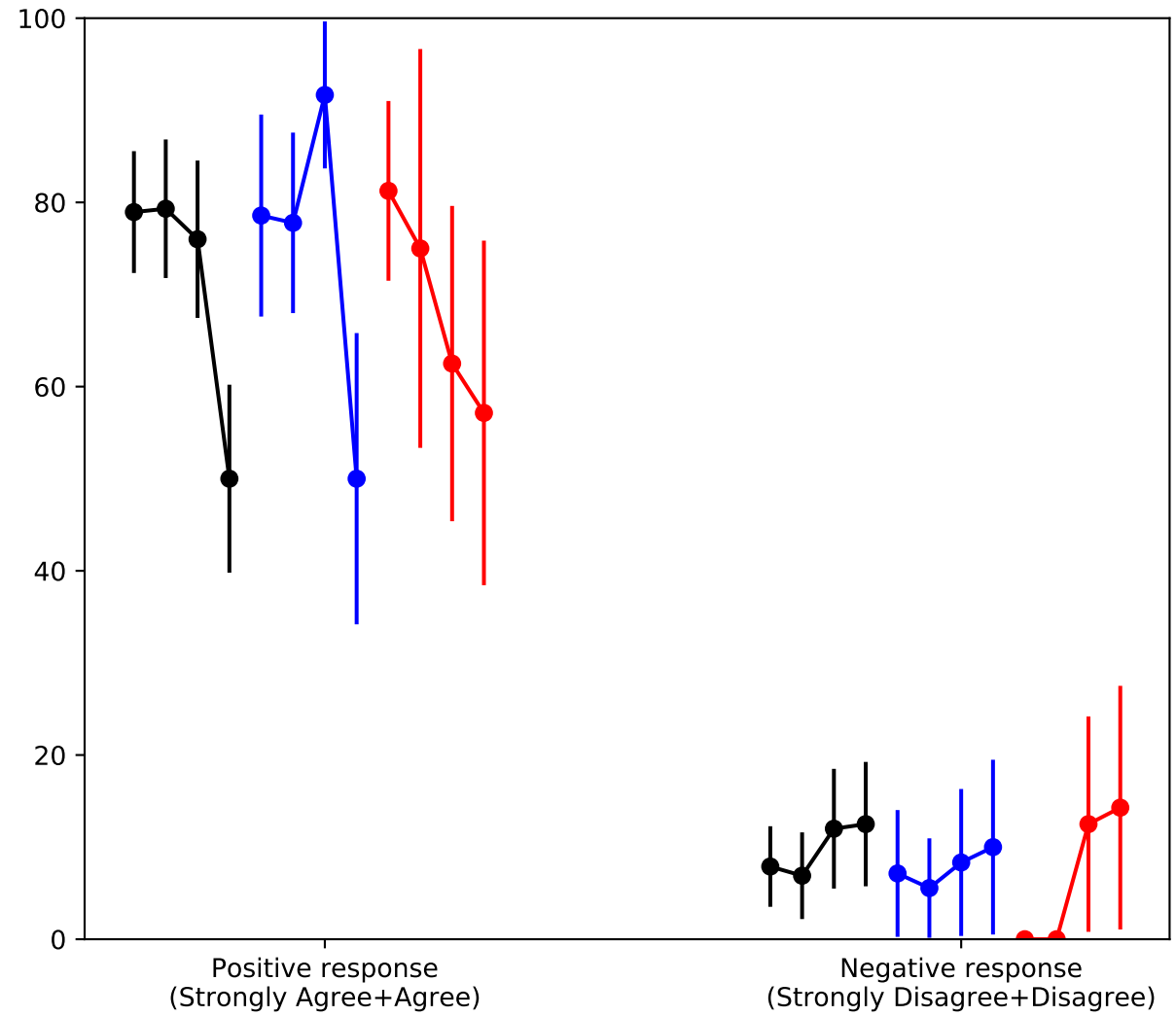
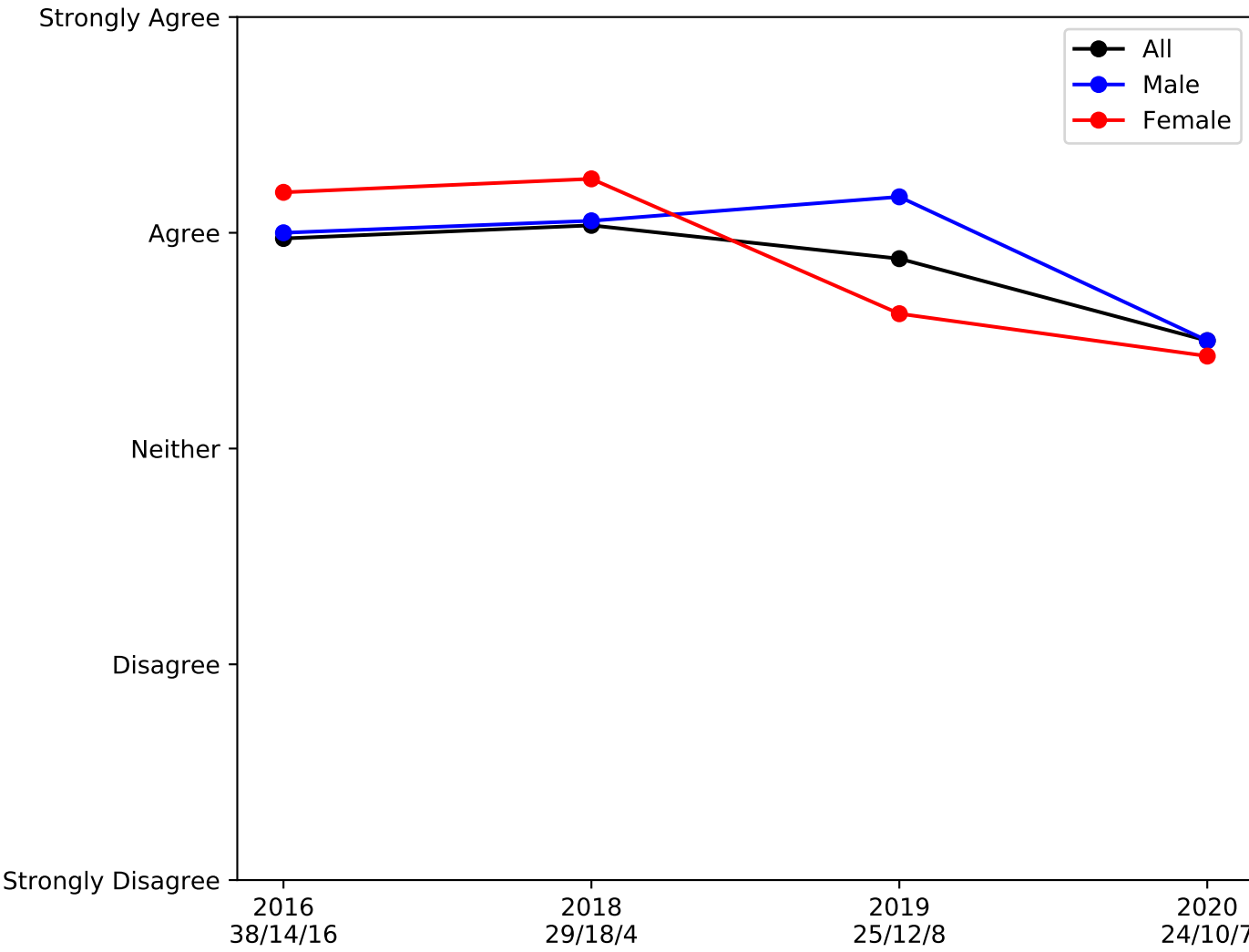
I would feel able to report bullying or harassment without worrying that it would have a negative impact on me



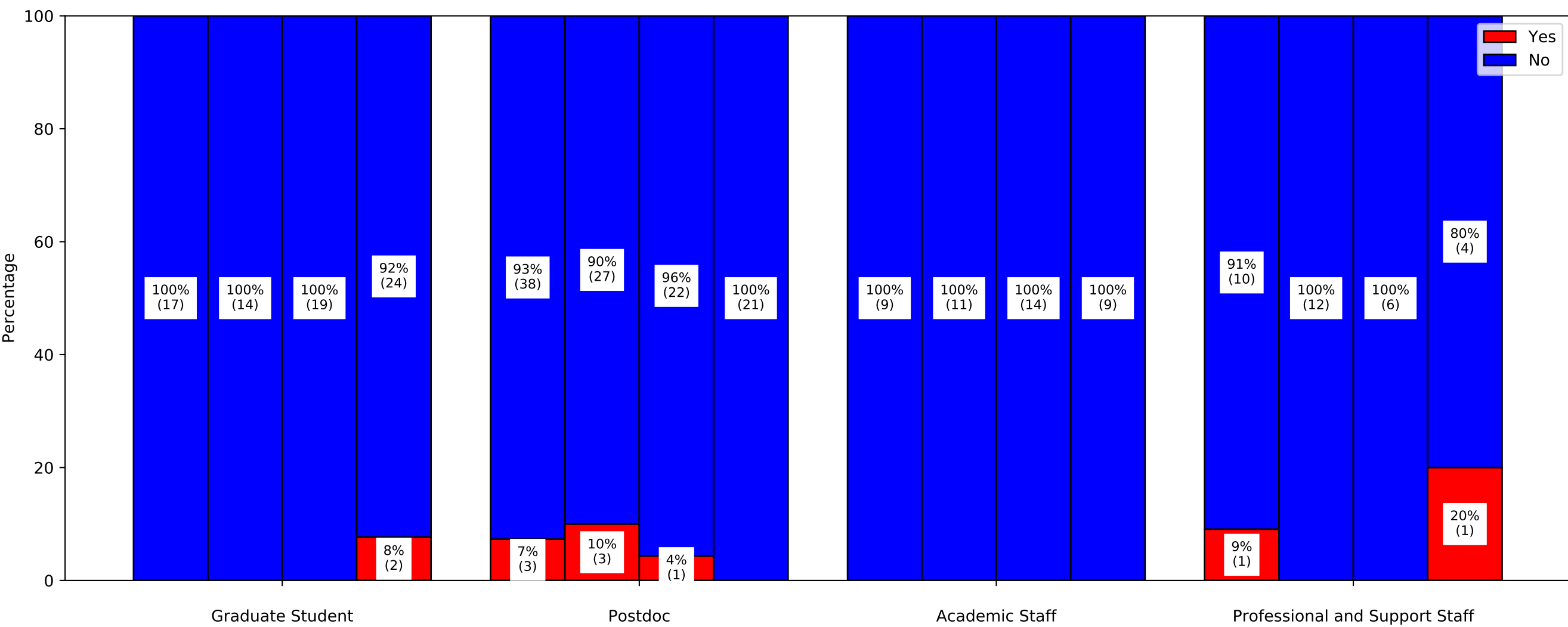
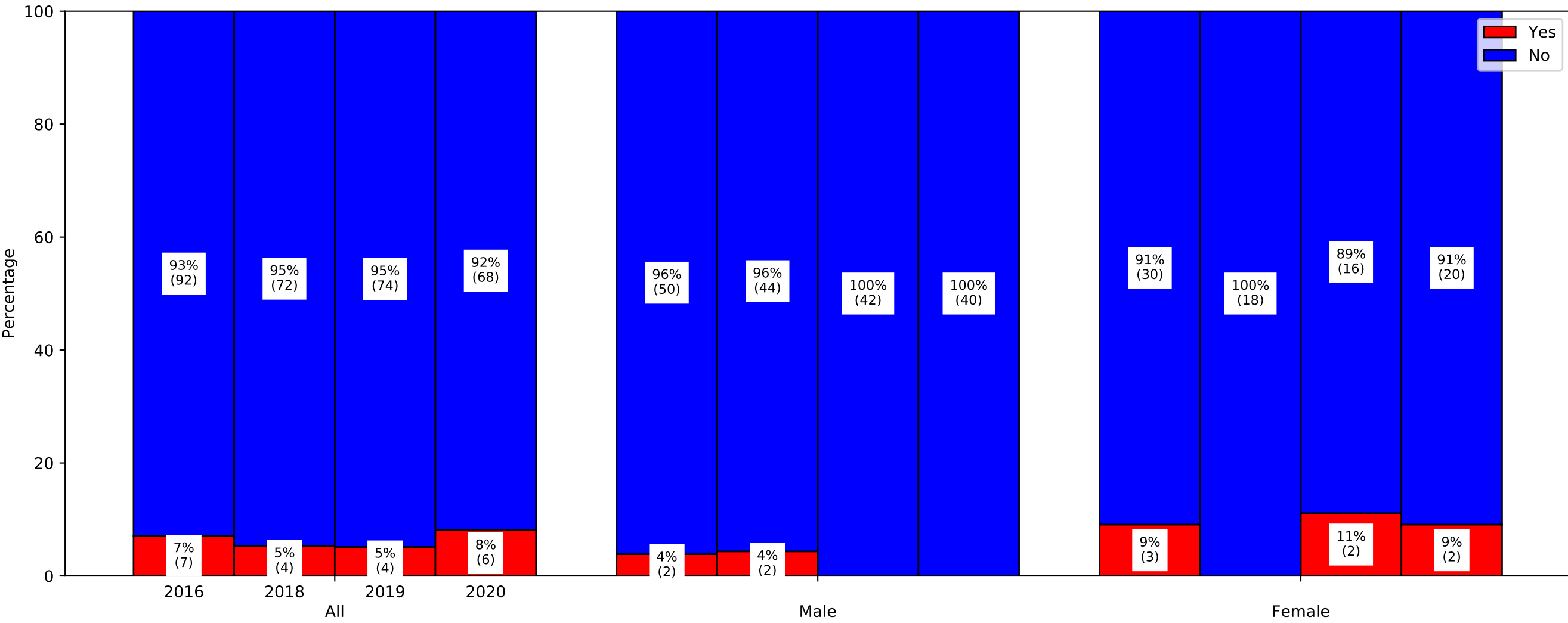
Staff are treated with respect regardless of their job



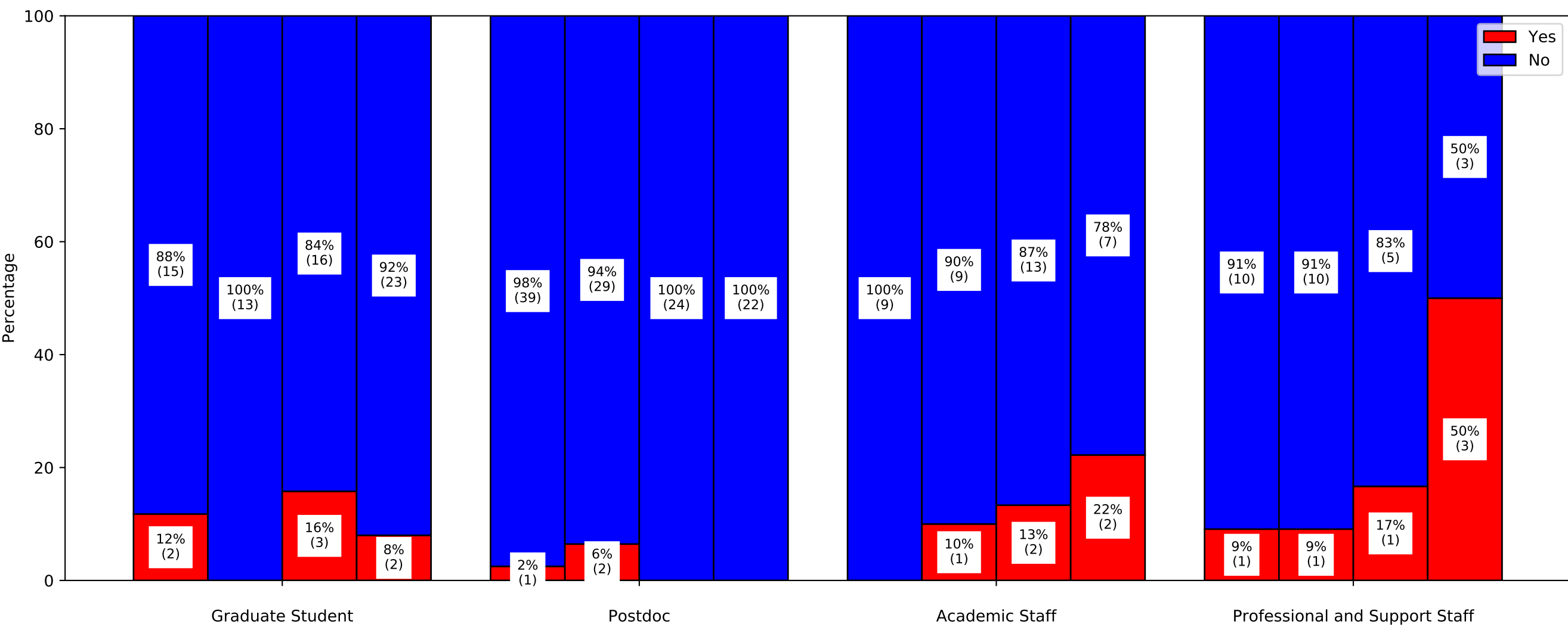
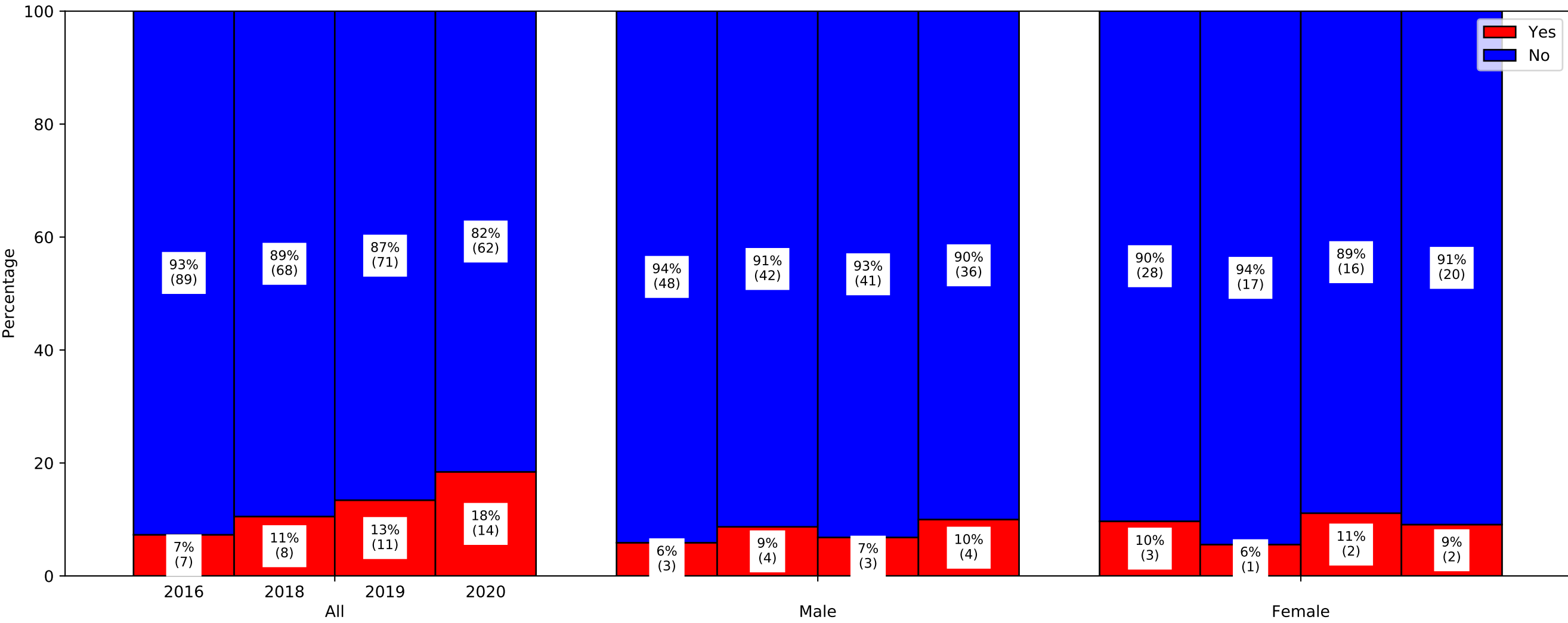
My absence and return to work was managed effectively when taking an extended period of absence (over 1 week but excluding vacations)



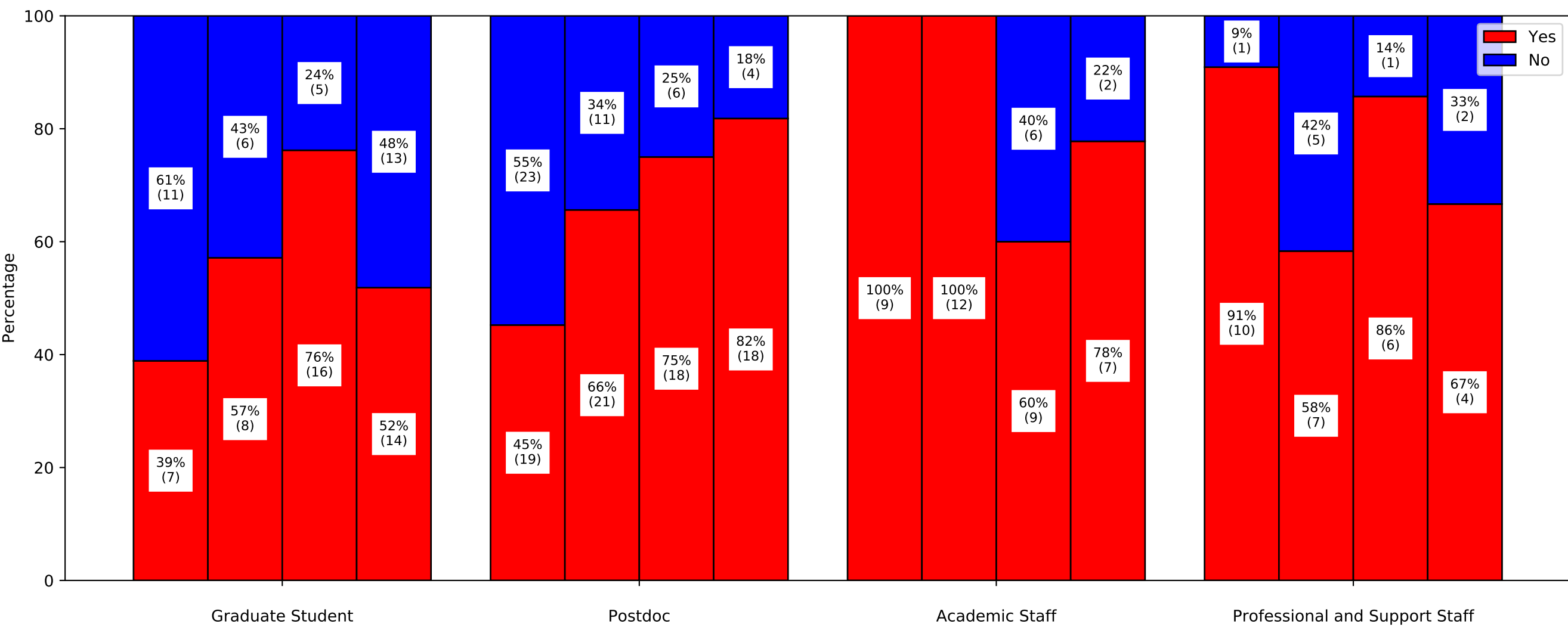
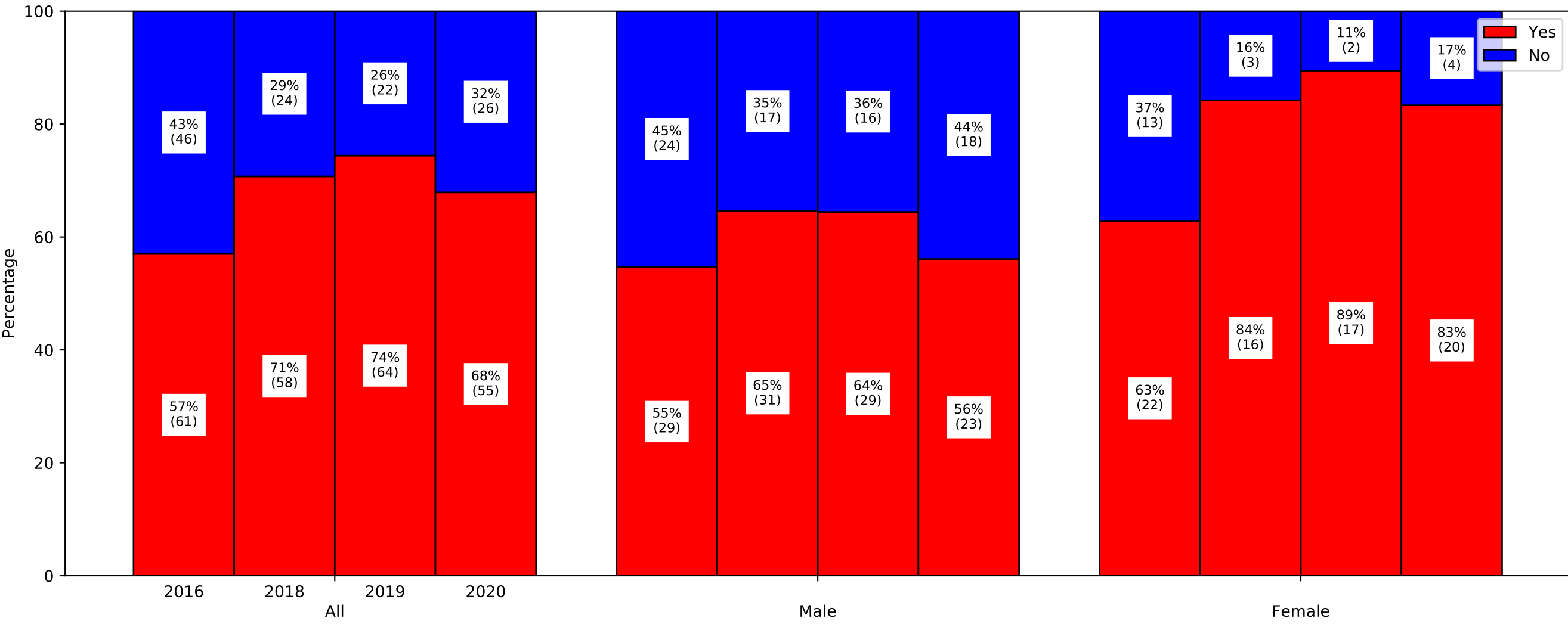
In the last 12 months have you experienced unfair discrimination in the workplace?



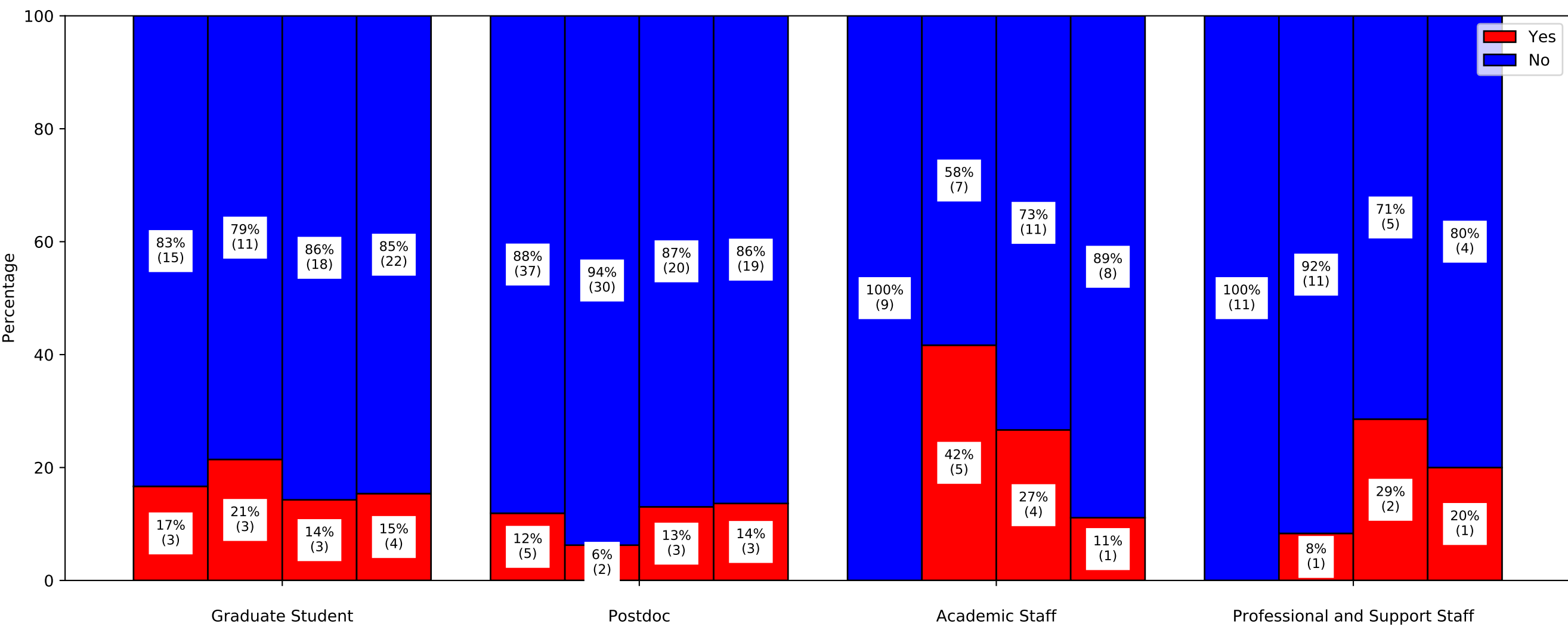
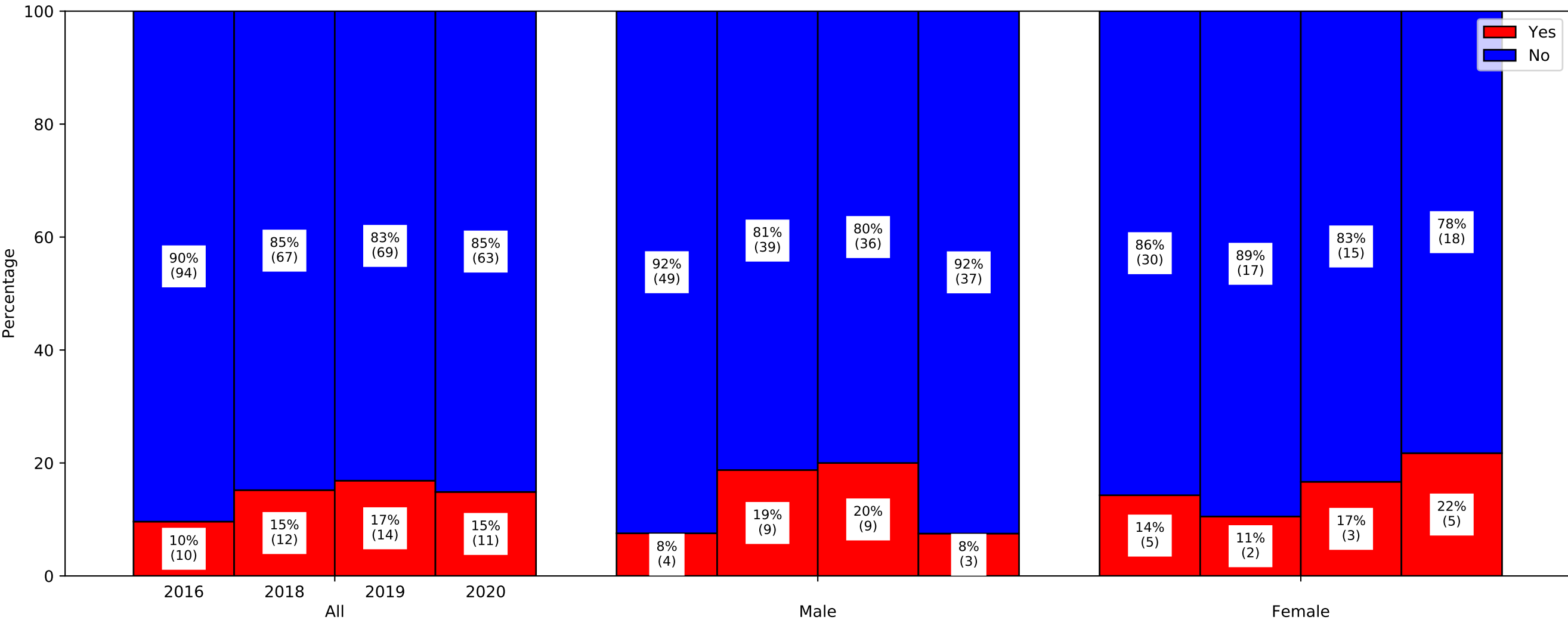
In the last 12 months have you experienced bullying or harassment of any kind in the workplace?



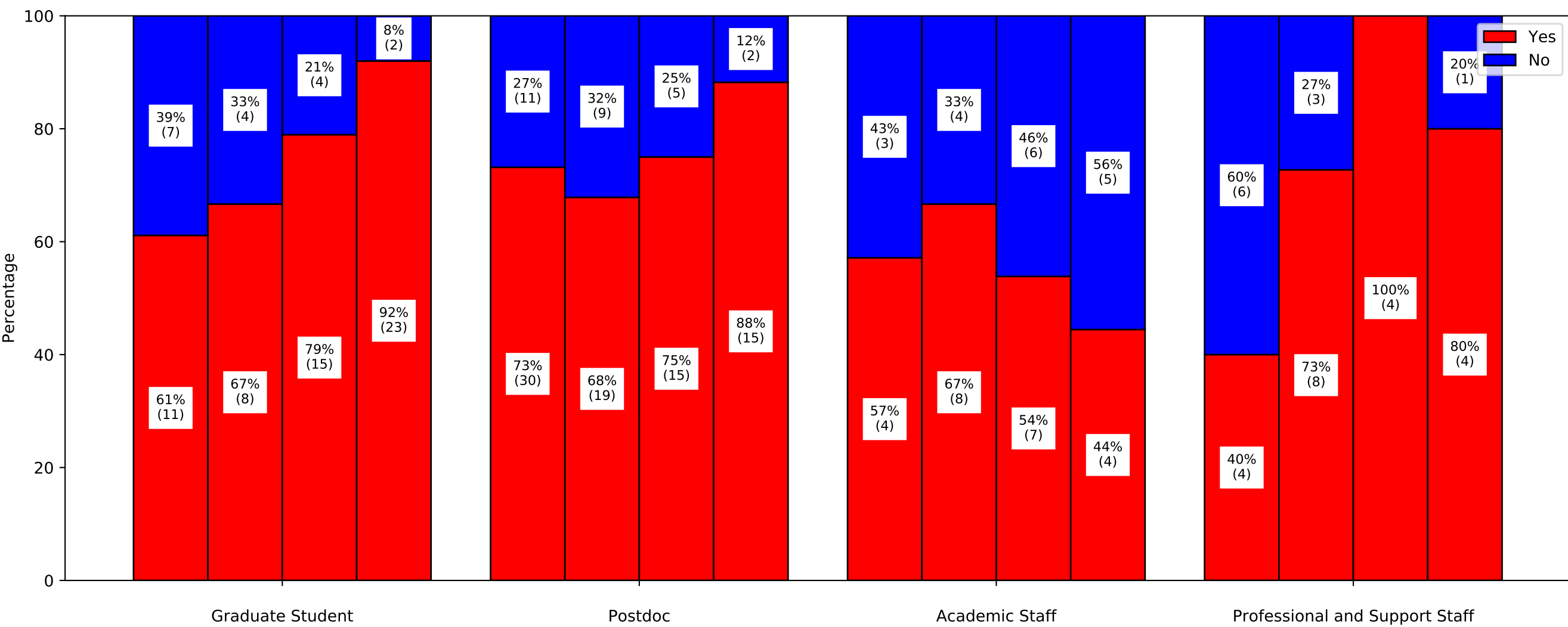
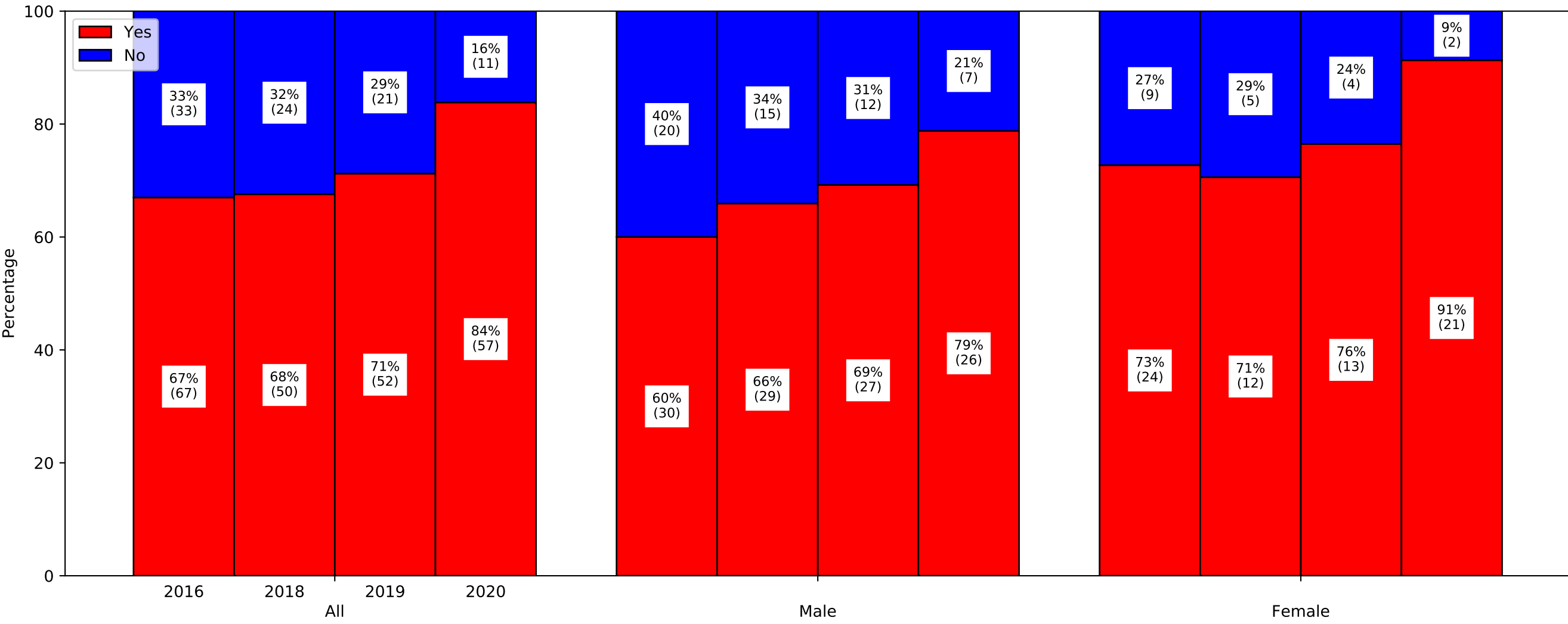
Are you aware of how to report bullying / harassment? (see Dignity @ Work)



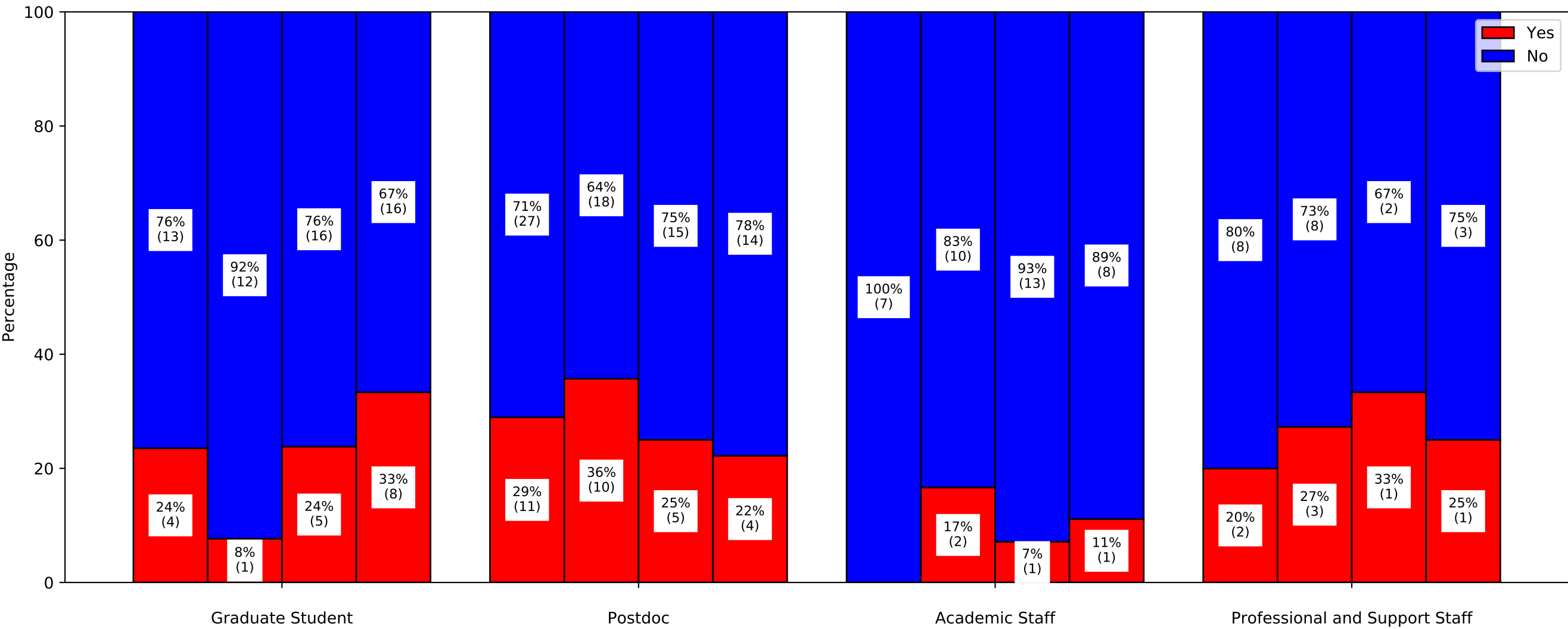
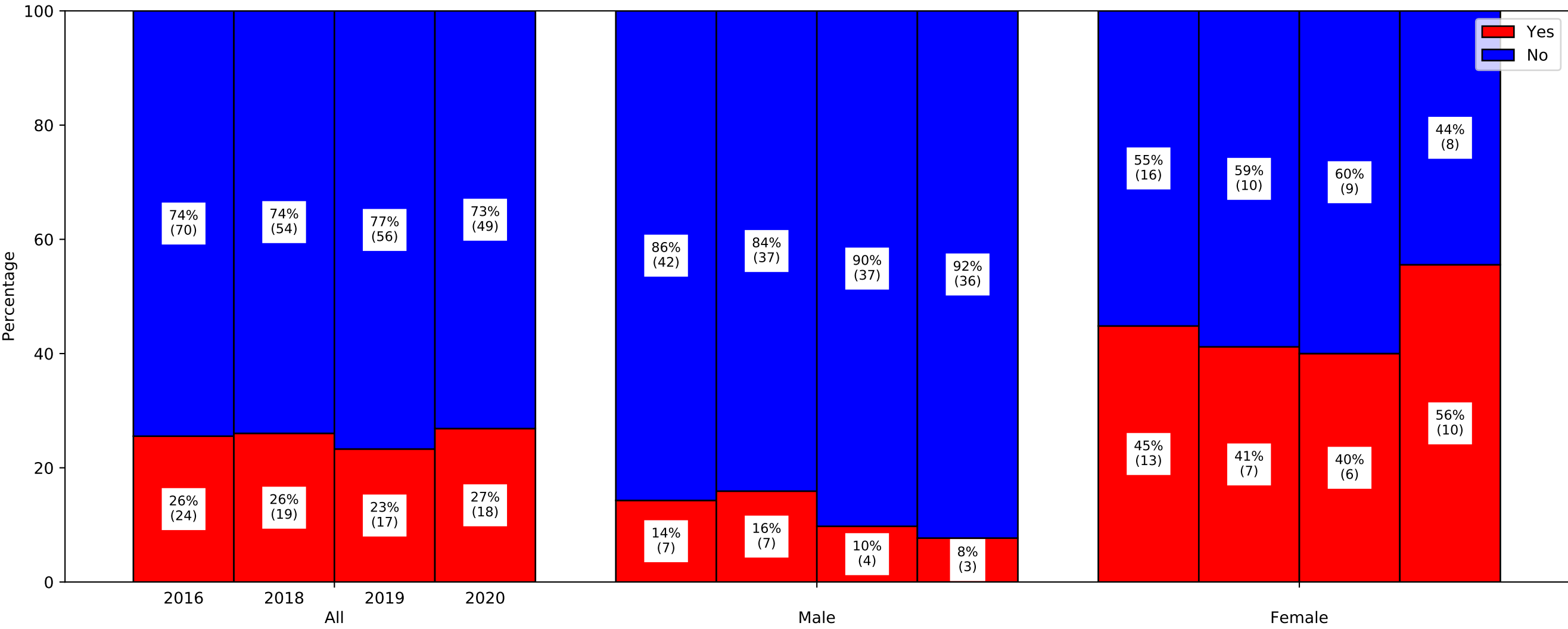
In the last 12 months have you had an extended period of absence (over 1 week but excluding vacations)?



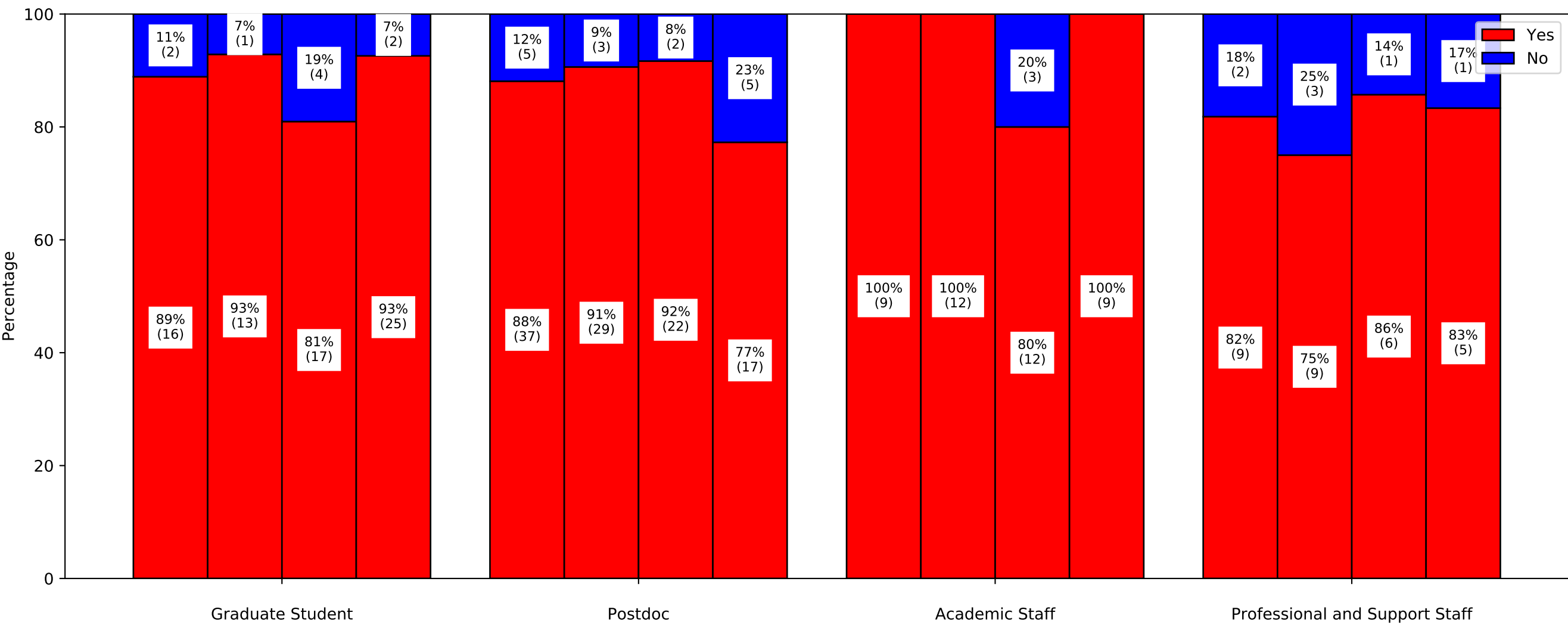
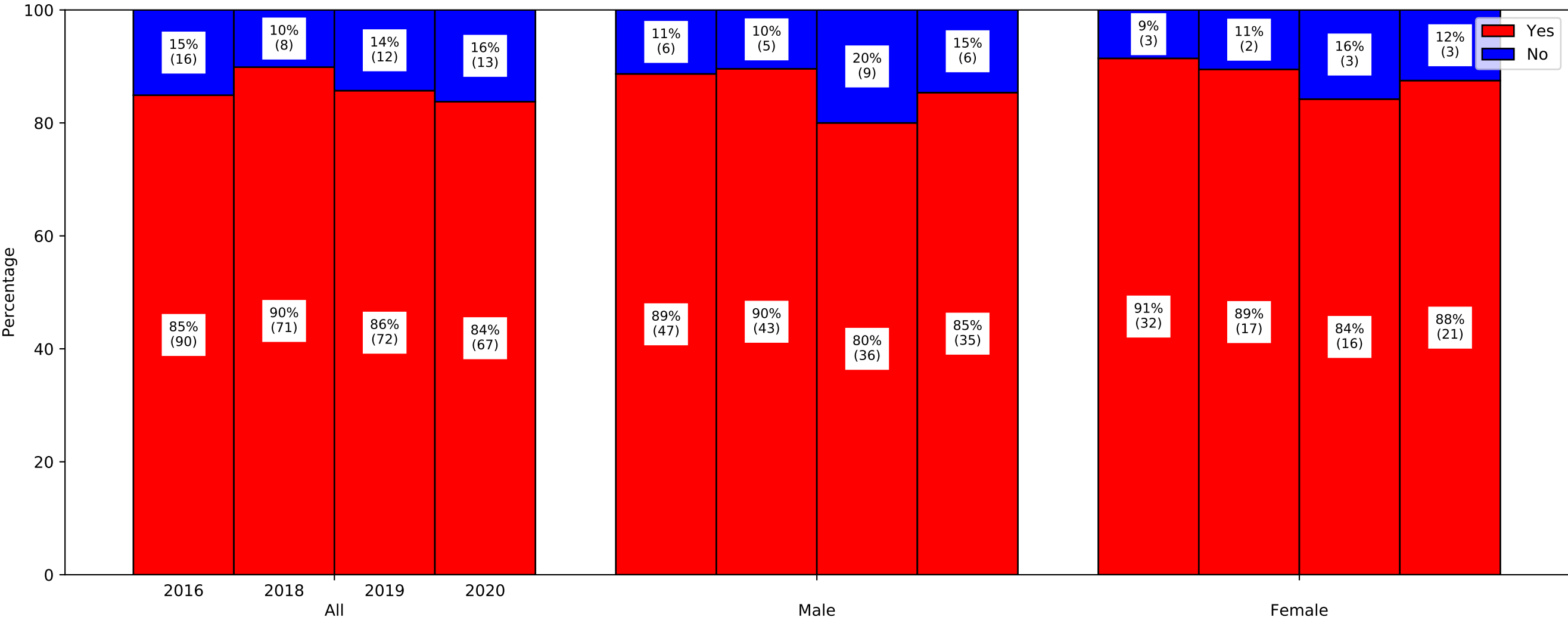
Do you think there are barriers to career progression which affect some groups disproportionately?



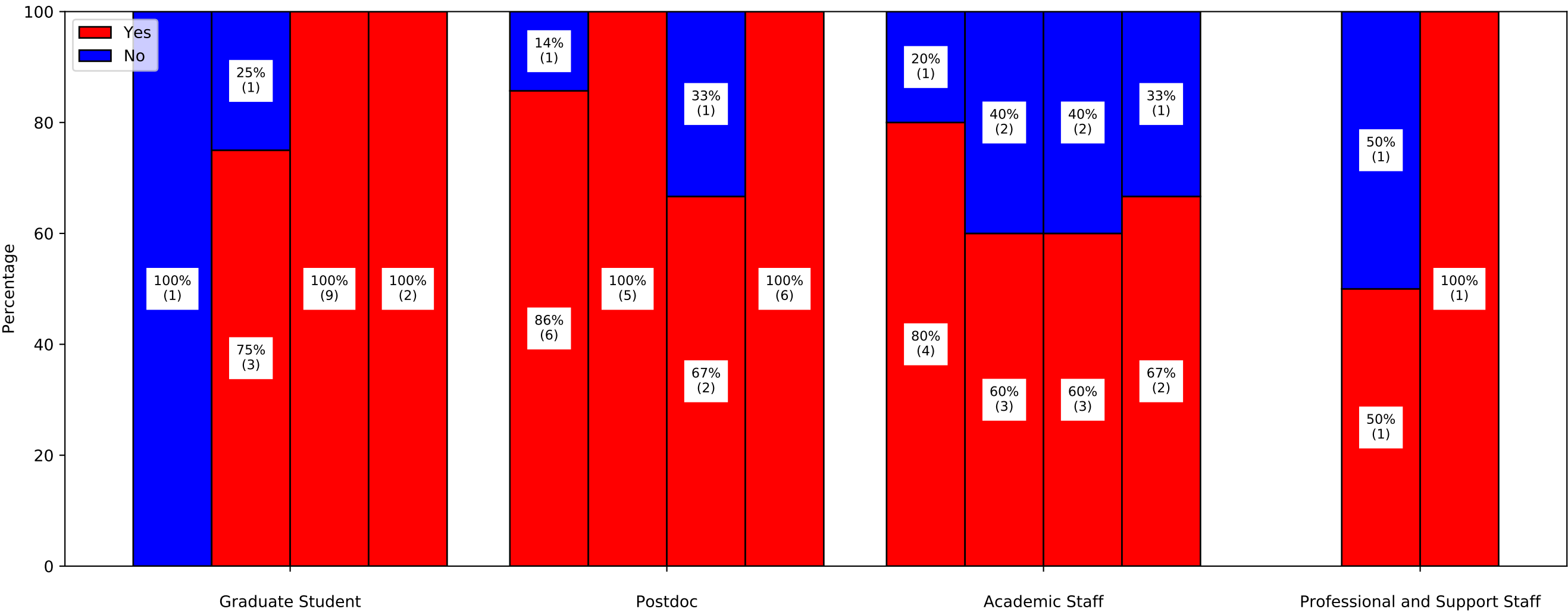
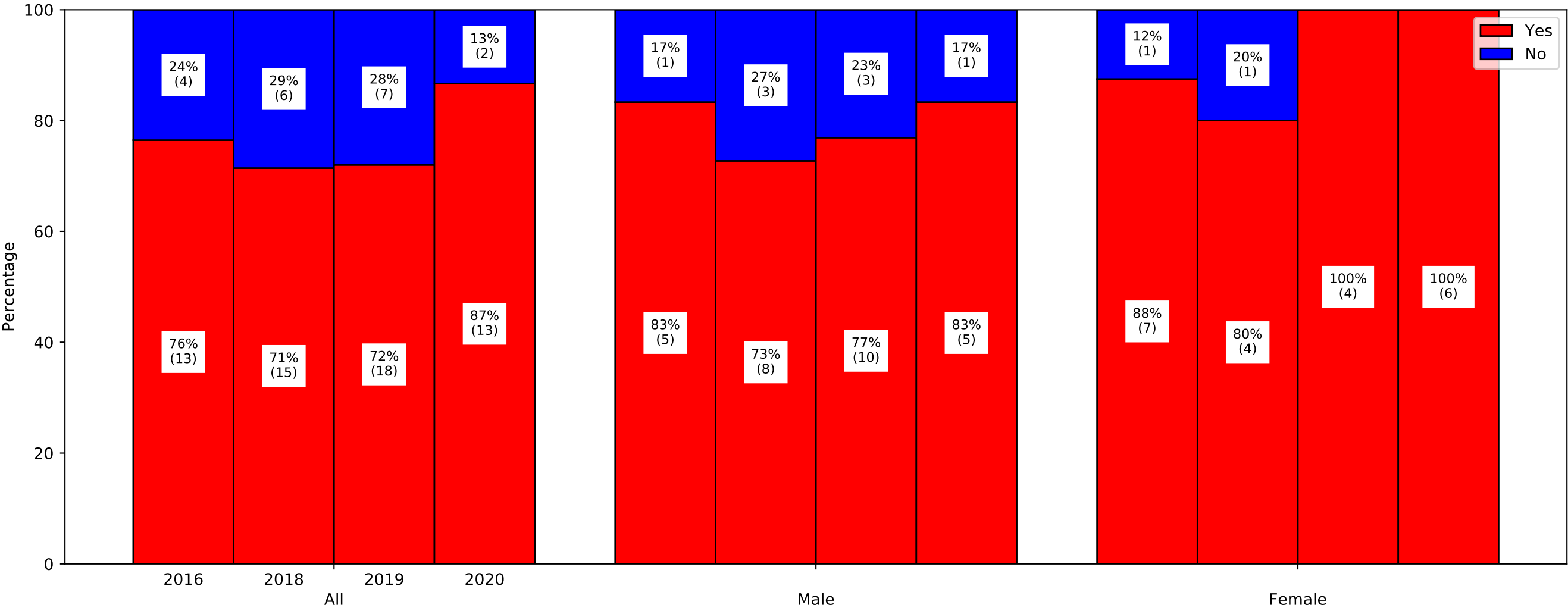
Do you feel affected by this personally?



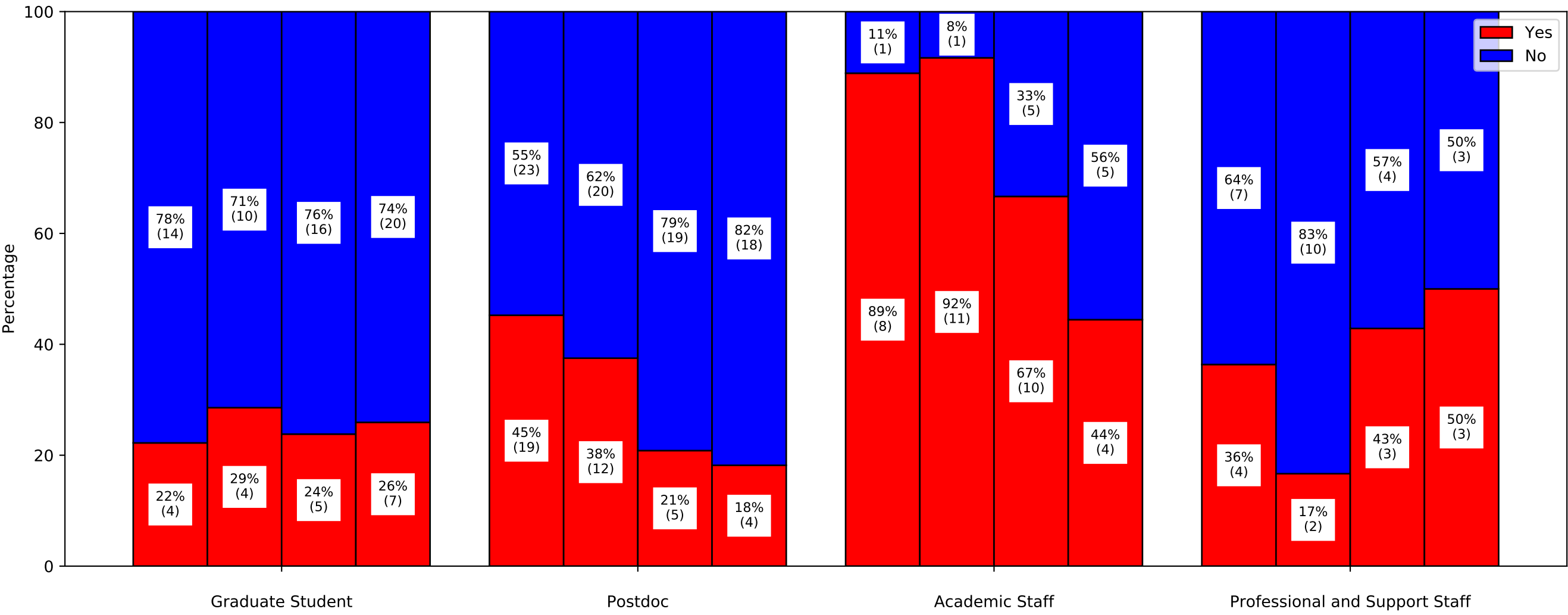
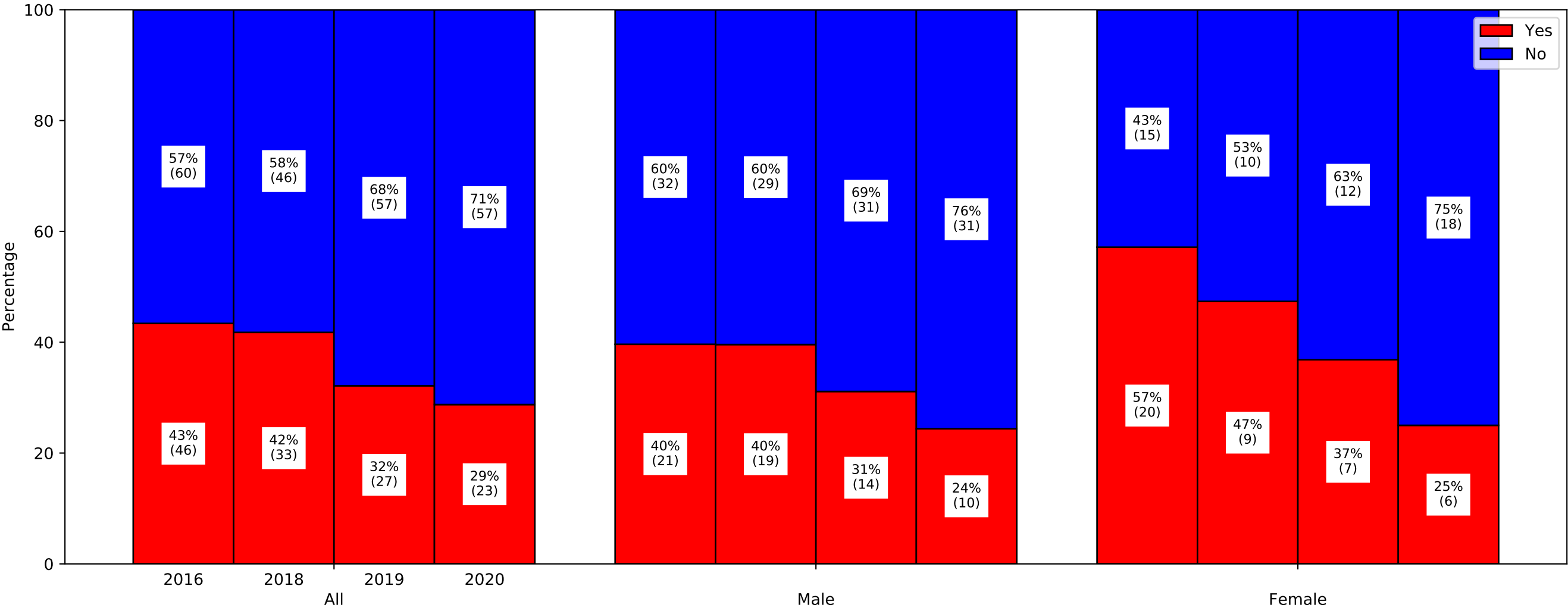
Have you heard previously about the IoA's equality and diversity initiatives or its Athena SWAN or Project Juno related activities?



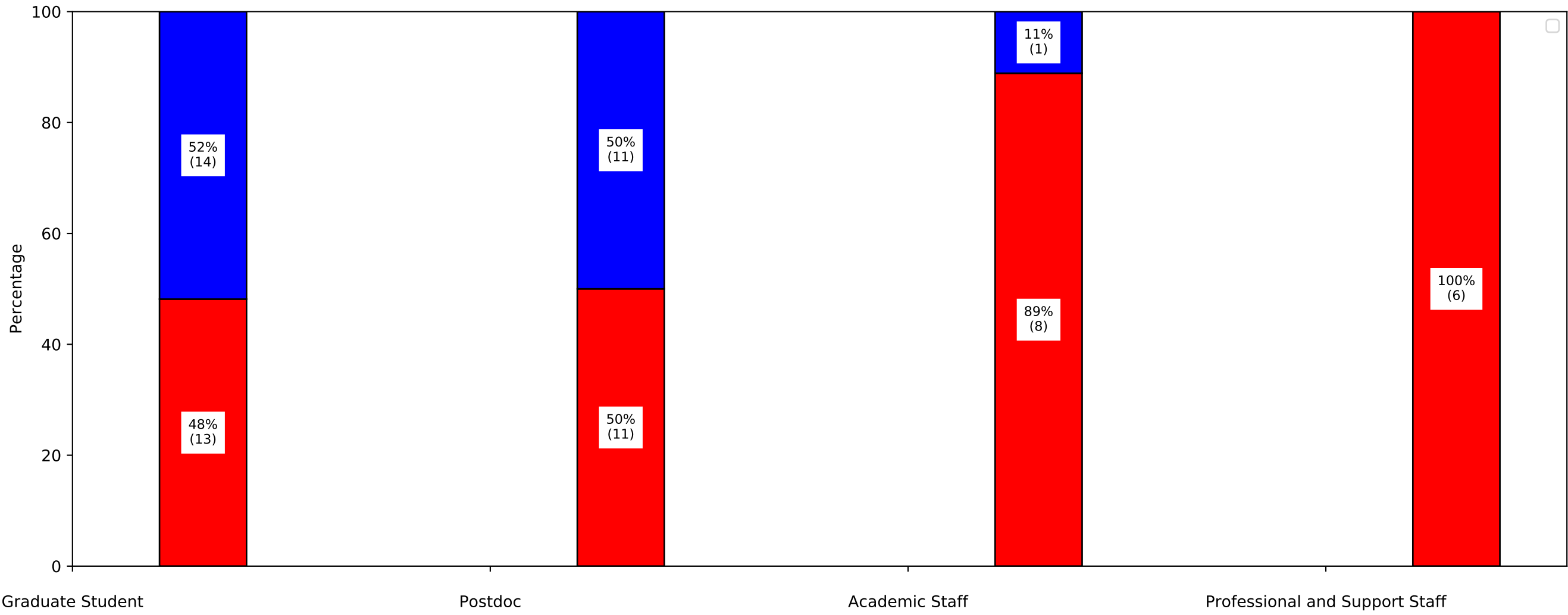
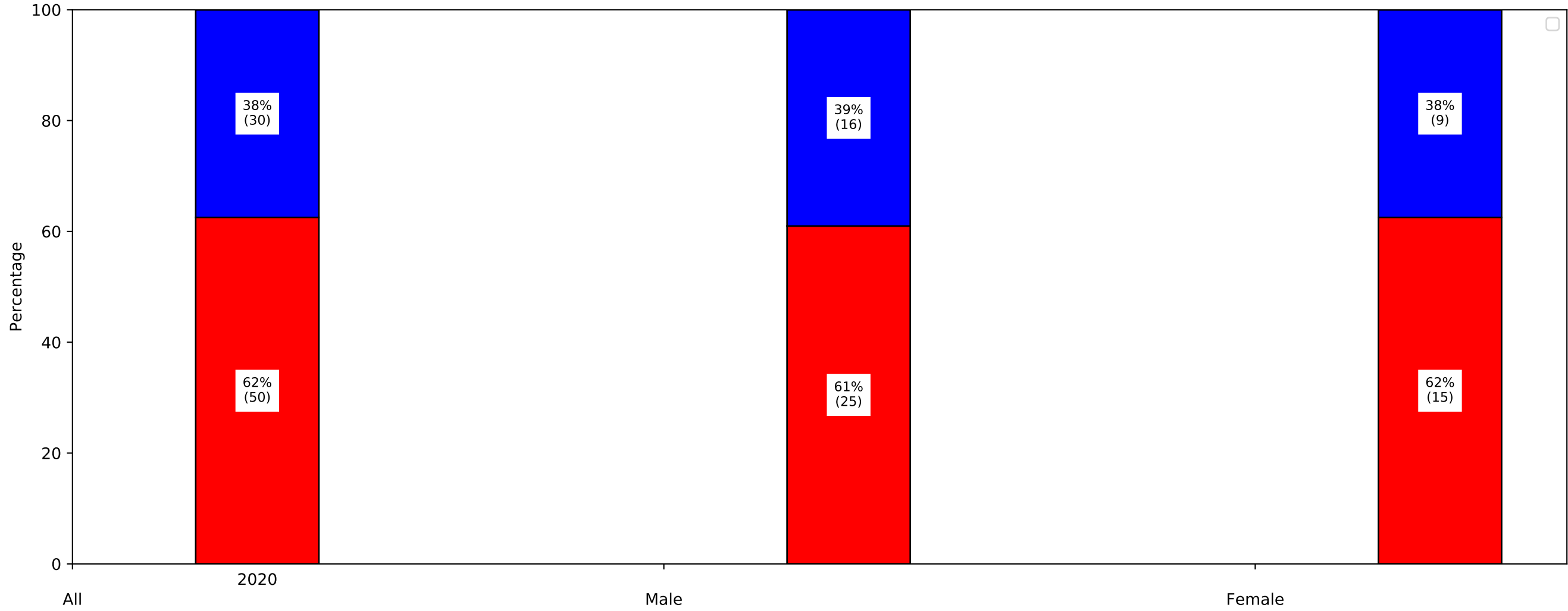
Following Staff consultation, we changed the Colloquium end time from 5:30pm to 5:00pm to assist those with caring responsibilities. Has this re-timing enabled you to attend more frequently?



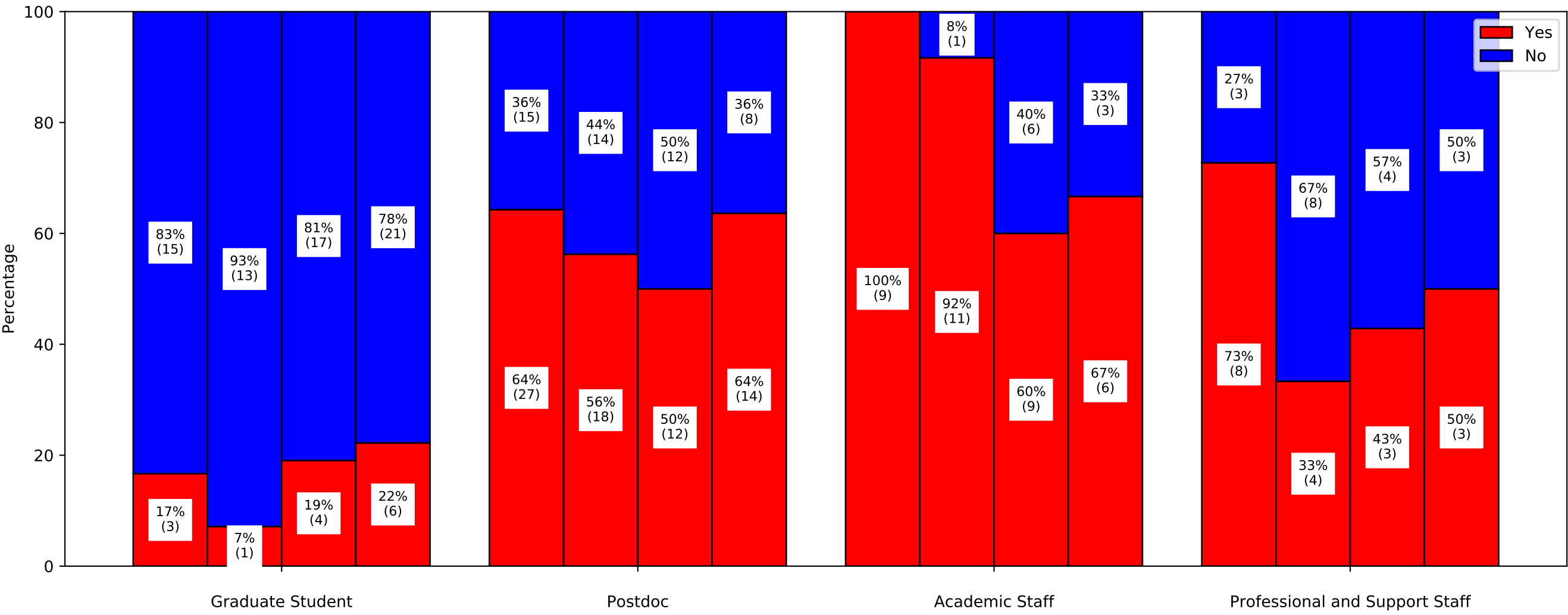
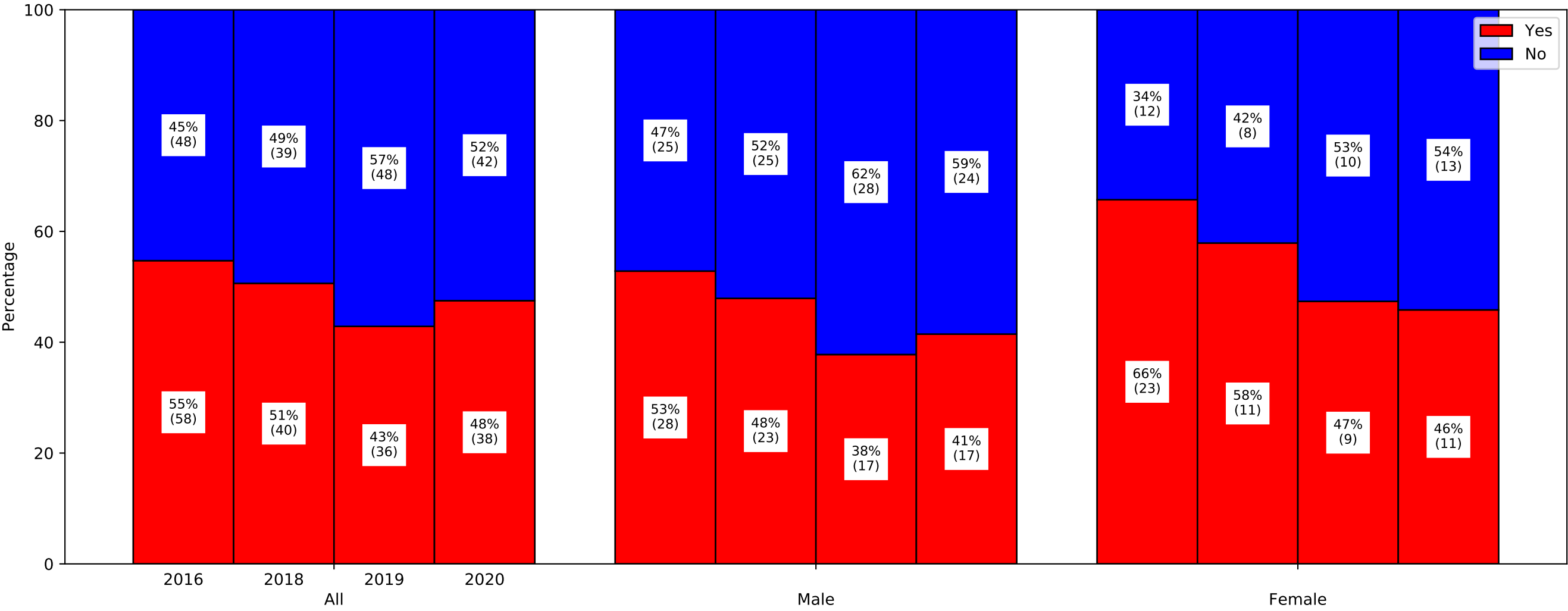
Are you aware that the IoA introduced a scheme whereby it underwrites the extra costs involved in employing for the full length of their original contracts those who take parental leave during a postdoctoral appointment?



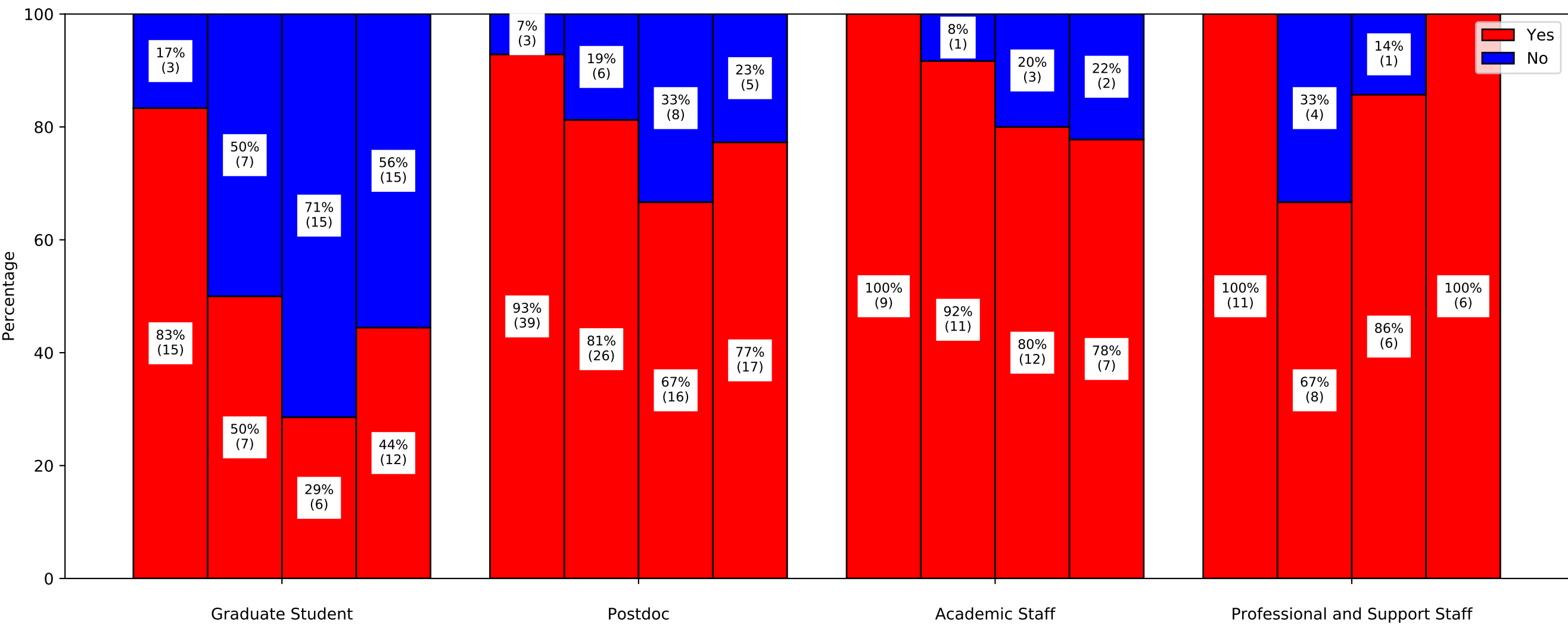
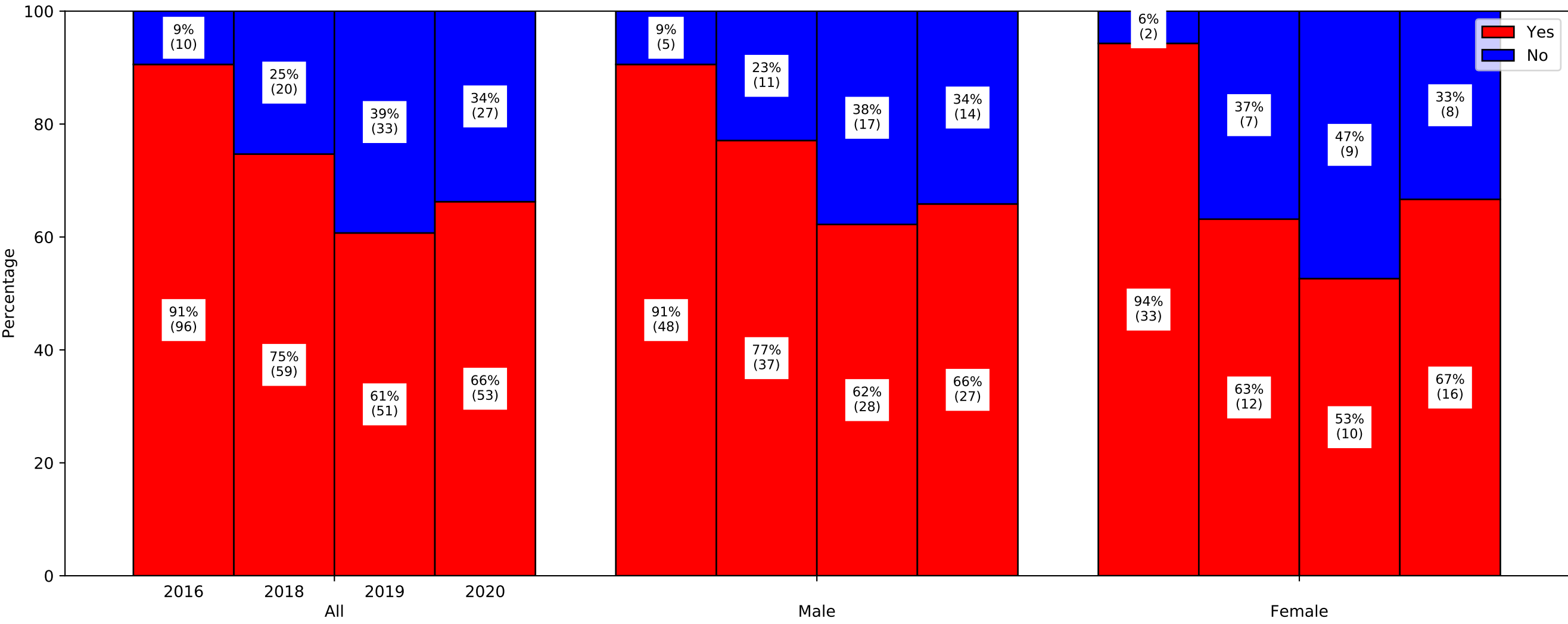
The IoA has several wellbeing advocates who you can approach if you are experiencing difficulties in your working environment or in other areas of your life which impact on your ability to focus on work. Were you already aware of this? (See the IoA's wellbeing page)



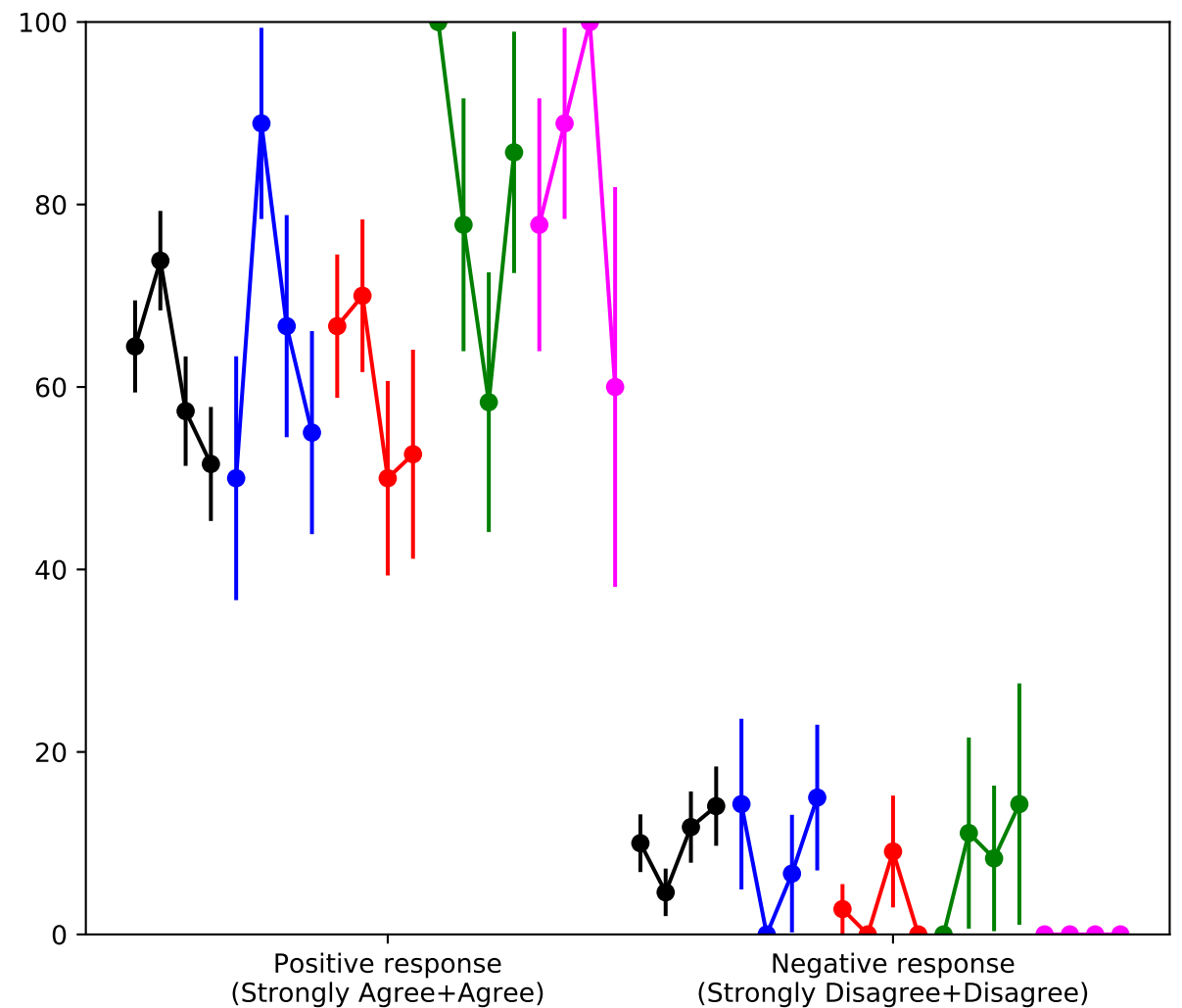
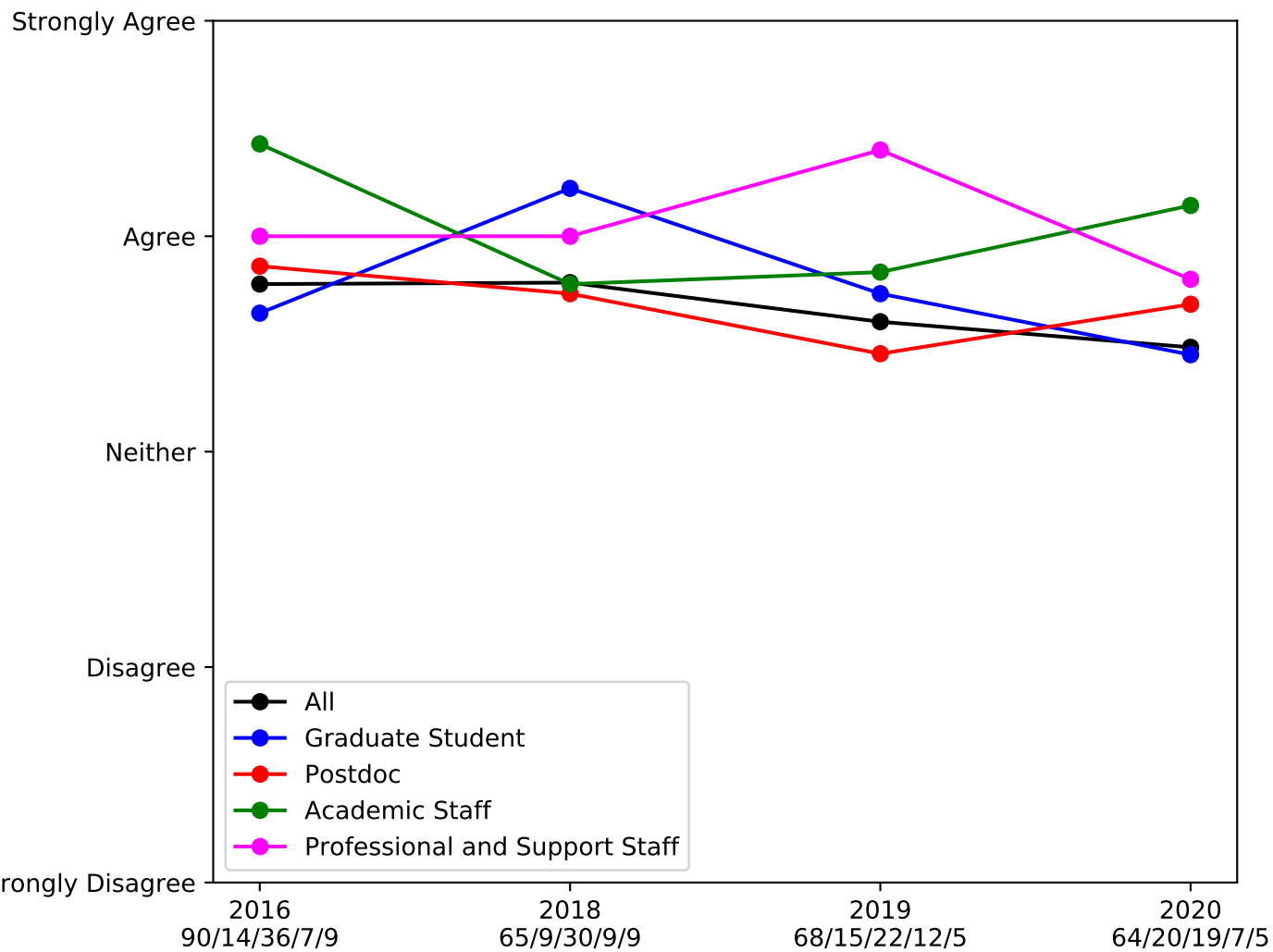
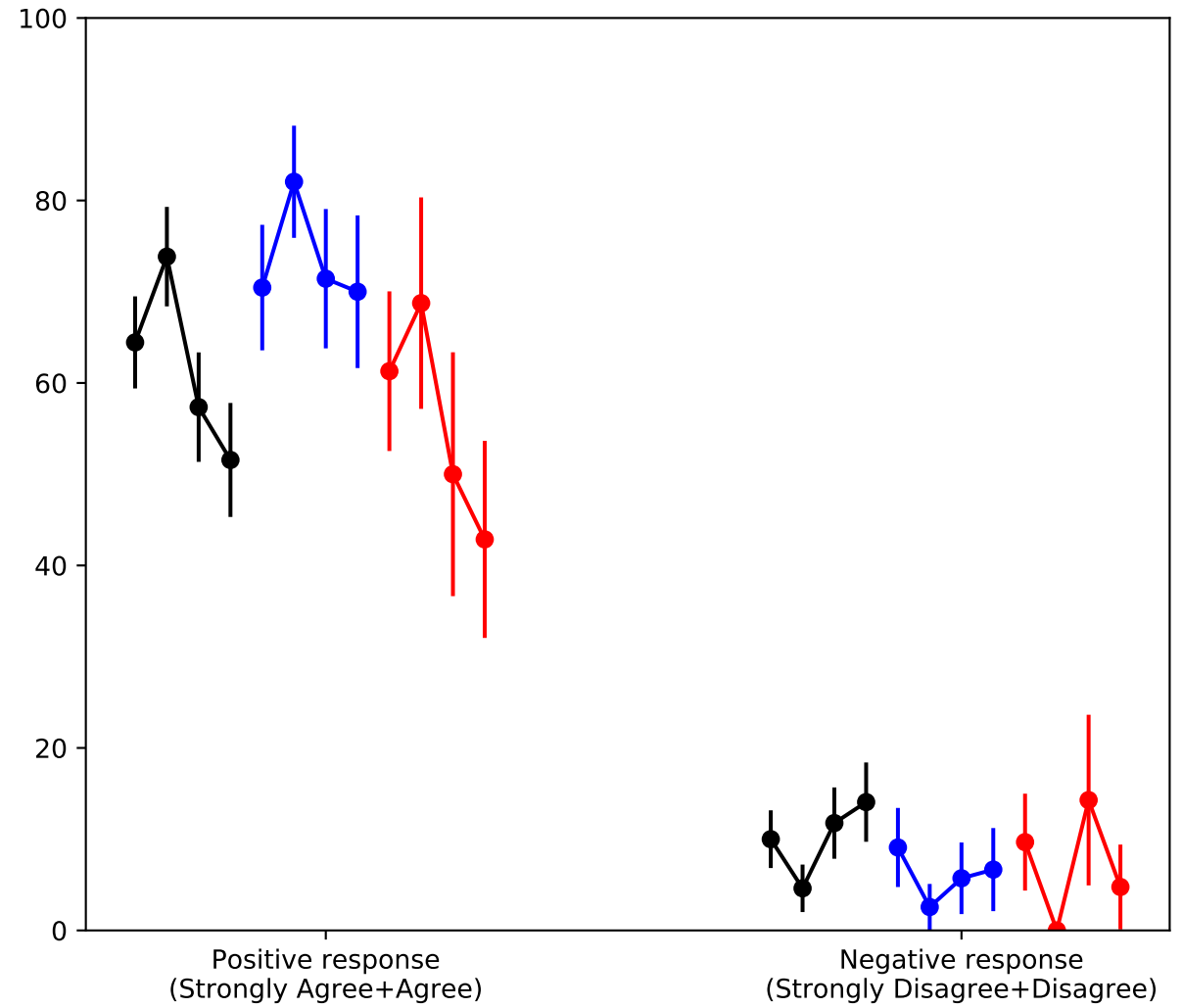
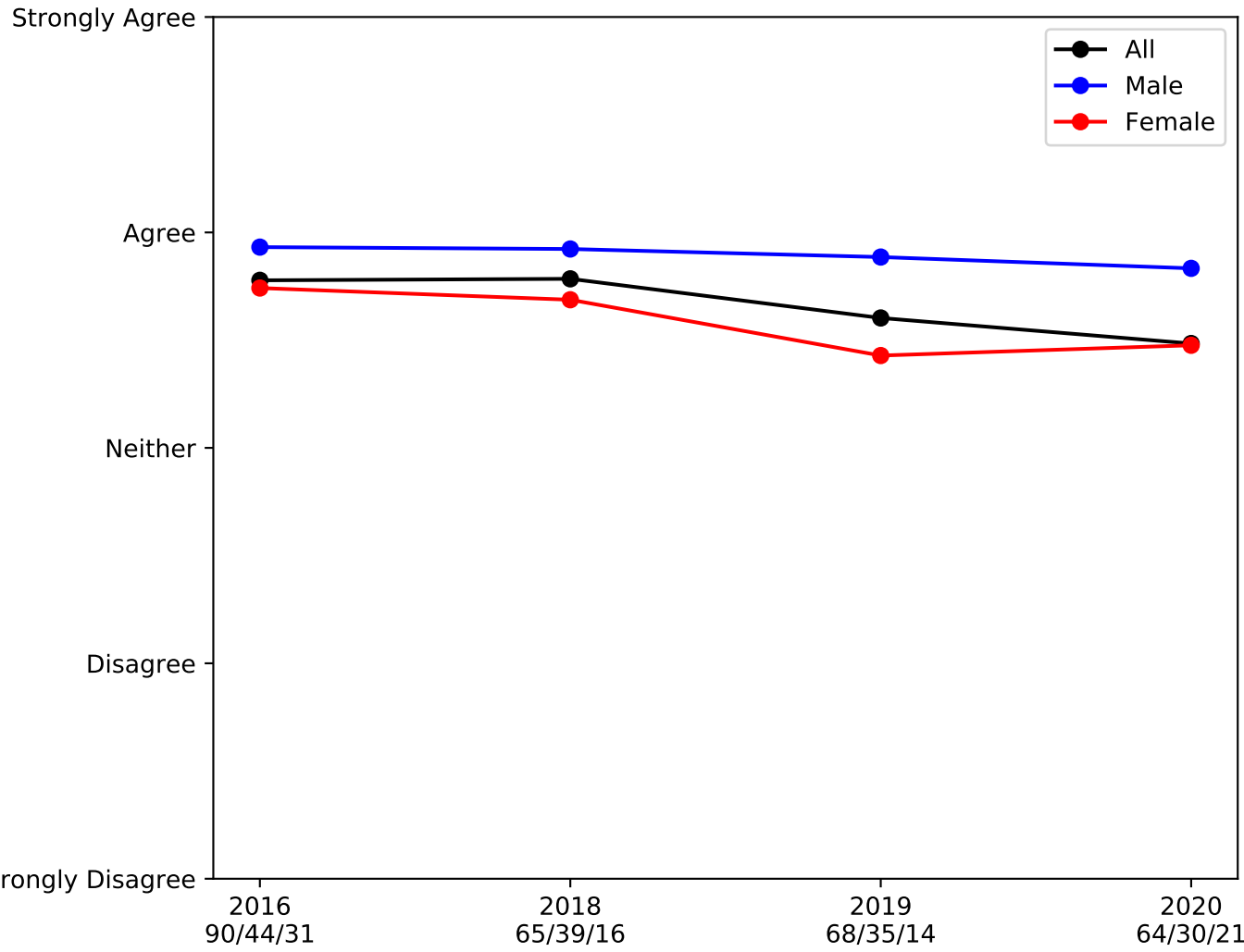
Are you aware of the University's Returning Carer Scheme which supports career development for researchers following a career break or a period of leave for caring responsibilities?



Are you aware that from time to time the IoA hosts Unconscious Bias workshops?



How would you compare the working environment at IoA compared to other institutions you have experience with, in terms of inclusion, equality, and fair treatment?



I believe that the information gathered through this survey will lead to positive change at the IoA.

