

Equality issues and plan arising from the Staff Survey 2009/10

Finding	
1	General
1	The survey section with the highest number of statistically significant negative responses was Line manager/supervisor/team leader Culture, vision and mission Appraisal Learning and development
2	Ethnicity
	International staff Being employed by the University for more than 12 months (Appraisal); Feeling fairly paid for the work they do; Feeling the University offers good pension schemes; Feeling, overall, the University offers a good pay and reward package.
	The group with the highest number of statistically significant negative responses is staff who preferred not to disclose their ethnic origin.
	There are statistically significant negative responses with sufficient magnitude in the areas of :
	They feel unfairly paid
	Believing their appraisal left them feeling their work is valued by their manager
	They do not feel they are important and listened to or have the same opportunities as others
	They are dissatisfied with career development, training and learning opportunities
	They do not feel they have the right equipment to do their job
	They do not feel they are consulted about changes that affect their work area
	They do not feel they University supports the principle of tolerance
3	Disability
	Disabled staff have statistical significantly negative responses when compared with non disabled staff
	There are statistically significant negative responses with sufficient magnitude in the areas of :
	They do not feel their management team communicates well with people
	They feel unfairly paid
	Their personal safety is not taken seriously
	They have been discriminated against at work in the last 12 months
	They have not adequate opportunities to raise points of concern in the last 12 months

4	Gender
	Male staff were more likely to agree that they have to put in a lot of extra time in the last 12 months to meet the demands of their workload
5	Religion or belief
	Compared to staff from other religious groups, staff who preferred not to disclose their religion were more likely to feel that they were unsupported by their line manager
6	Sexual orientation
	Compared to other staff groups, staff who preferred not to disclose their sexual orientation were more likely to feel that
	Their manager did not support them to achieve their objectives, provide them with constructive feedback or involve them in decisions affecting them. They also felt their managers do not make sound decision or consistent decisions
	They were not given the same opportunities as others to develop and that they have not taken part in university funded development in the last 12 months
	They do not know about the Single Equality Scheme
	They do not get feedback on their ideas or suggestions
	They felt discriminated at work because of their sexual orientation
	They do not think things will improve in the next 12 months
	They do not think change is managed well in the University
7	Age
	Those aged 25 years or under would not want to stay in the same field of work

Discrimination stats:

- 14% of respondents or 193 individuals felt that they had been discriminated against at work in the last 12 months
- 81% of these 193 individuals say the source of the discrimination is someone more senior; 24% say it is someone at the same level
- 25% had reported the discrimination
- The main reasons for not reporting discrimination are: concerns about being labelled as a troublemaker (60%); possible victimisation (41%)
- 6% or 84 individuals are currently being harassed or bullied
- The main source of the harassment or bullying is a manager (65%) or colleague (44%)
- Main forms were patronising language (56%); excessive criticism (58%); selective application of the rules (52%); exclusion or isolation (51%)