ICS Staff Survey 2017

83 / 115 = 72%

Total Responses
Q1: ICS staff are treated on their merits irrespective of their gender (e.g. both women and men are actively encouraged to apply for promotion and take up training opportunities)
Q2: In ICS, responsibilities are allocated on a clear and fair basis irrespective of gender
Q3: ICS values the full range of an individual’s skills and experience (e.g. research, pastoral work, outreach work, teaching, administration and technical support)

- when carrying out performance appraisals
- when considering promotions
Q4: I understand the promotion process and criteria
Q5: I am encouraged to take up career development opportunities
Q6: I am encouraged and given opportunities to represent ICS internally and/or externally (e.g. on committees or boards, as chair or speaker at conferences)
Q7: ICS provides me with:

- Useful mentoring opportunities
- Useful networking opportunities

**Useful Annual Appraisal**
- Strongly agree: 10%
- Agree: 60%
- Disagree: 20%
- Strongly disagree: 10%
- Not applicable: 0%
Q8: Staff who work part-time or flexibly in ICS are offered the same career development opportunities as those who work full-time
Q9: Departmental meetings are completed in UCL defined core hours (10 am – 4 pm) to enable those with caring responsibilities to attend.
Q10: I believe that in ICS men and women are paid an equal amount for doing the same work or work of equal value
Q11: ICS takes positive action to encourage women and men to apply for posts in areas where they are under-represented
Q12: ICS makes it clear that unsupportive language and behaviour are not acceptable (e.g. condescending or intimidating language, ridicule, overly familiar behaviour, jokes/banter that stereotype women or men or focus on their appearance)
Q13: Inappropriate images that stereotype women or men are not acceptable in ICS (e.g. in calendars, newspapers and magazines; on computers and mobiles)
Q14: Work-related social activities in ICS such as staff parties, team building or networking events, are likely to be welcoming to both women and men (e.g. venues, activities and times are appropriate to both men and women).
Q15: I have undertaken training in:
Q16: I understand the UCL policies in relation to gender equality (e.g. on discrimination, parental leave, carer's leave, flexible working)
Q17: I understand why equality on gender issues is important in the workplace.
Q18: I understand why positive action may be required to promote gender equality
Q19: My line manager/supervisor is supportive of requests for flexible working (e.g. requests for part-time working, compressed hours etc)
Q20: During my time in ICS, I have experienced situations where I have felt uncomfortable because of my gender
Q21: I am confident that my line manager/supervisor would deal effectively with any complaints about harassment, bullying or offensive behaviour
Q22: ICS uses women as well as men as visible role models (e.g. in staff inductions, as speakers at conferences)
Q23: ICS and/or UCL tell me about gender equality matters that affect me (e.g. changes to maternity/paternity entitlements, flexible working opportunities, gender equality legislation)
Q24: I feel that ICS is a great place to work (please answer both parts of this question)
Q25: Do you identify as:
Q28: Do you have any caring responsibilities for dependent children and/or adults?

- yes - children under 18
- yes - adult dependants (e.g. partner, parents)
- no
- prefer not to say
Q29: How long have you been in ICS for?
Q32: Are you aware of:

- ICS Equality and Diversity
- ICS Junior Faculty

[Bar chart showing awareness levels for ICS Equality and Diversity and ICS Junior Faculty]