

Investors in Diversity Staff Survey Analyses December 2012

The Headlines

Profile of Staff Respondents

Total Respondents	896
Consistent Respondents av.	850

Contract Type

Full Time	552
Management	100
Academic	219
Business Support	233
Part Time	241
Sessional	96

Disability

Disabled	15.2% (130)
Prefer not to disclose	4% (34)

Gender Identity

Female	60% (524)
Male	38% (335)
Transgender	0.7% (6)

Race

White	88.9% (746)
Prefer not to disclose	4.7% (41)

Religion or Belief

Christian	54% (457)
No Religion	36.4% (308)
Muslim	2.1% (18)

Sexual Orientation

Heterosexual	89.7% (773)
Prefer not to disclose	7% (60)

Organisational Culture

2.5% of staff stated that the college did not meet their cultural needs, which may reflect the religious and ethnic profile of staff taking part in the survey.

Q. My organisation meets my cultural needs	
Agree	59.7% (496)
Neither agree nor disagree	23.3% (193)
Disagree	2.5% (21)
Not applicable	14.5% (120)

The majority of respondents feel that the college's management teams show good EDI leadership.

Q. My leaders and managers take equality, diversity and inclusion seriously

Agree	78.8% (656)
Disagree	5.1% (42)
Don't know	16.2% (135)

Q. There is a culture of accepting people whatever their background

Agree	83.1% (684)
Neither agree nor disagree	14.6% (120)
Disagree	2.3% (19)

Communication

Nearly 75% of respondents have received communication on EDI related subjects, however, 25% are either not receiving or accessing information which is communicated in a variety of formats. This suggests a need to review communication strategies to improve accessibility. 1 area for discussion may be the efficiency of remote access.

Q. Has your organisation made you aware of the terms 'Equality, Diversity & Inclusion?'

Yes	74.6% (635)
No	20.8% (177)
I don't know	4.7% (40)

Q. Are you aware of equality, diversity and inclusion related activities that have taken place in your organisation in the last 12 months?

Yes	72% (607)
No	26.2% (221)
I don't know	1.8% (15)

21.2% report to be satisfied with how the college communicates EDI related topics.

Q. My organisation should improve communication about equality, diversity and inclusion

Agree	38.7% (315)
Neither agree nor disagree	40.1% (326)
Disagree	21.2% (172)

Facilities

Canteen

More than 50% of respondents did not know if the canteen catered for specific dietary requirements including Halal, Kosher, Vegan and Gluten Free.

Of the 45 people who commented that the college did not meet their dietary requirements, 9 said they needed a gluten free diet. Other comments referred to a need for more variety (Halal, vegetarian), healthier options and unsuitable opening times.

“Canteen provision is poor at best. It has been reduced, changed and really struggles to produce food at a decent price or acceptable quality. Very little choice. Inflexible. Opening hours not student or staff friendly.”

Accessibility of Buildings

Only 6% (50 people) reported that the building facilities and equipment are NOT fully accessible to them. This is a positive response as 15.2% (130 people) disclosed a disability with 4% (34) preferring not to say if they were disabled or not.

Experience of EDI Incidents

21% (173) of staff respondents claimed to have felt less favourably treated than colleagues in the last 12 months because of one or more of the following characteristics:

Age	19.7% (27)
Disability	10.9% (15)
Gender	6.6% (9)
Race	3.6% (5)
Pregnancy, paternity and maternity	2.9% (4)
Religion and belief	1.5%(2)
Sexual orientation	1.5% (2)

83 people made comments detailing ‘Other’ reasons, of which 15 related to contract type and 7 referred to merger.

“College merger seems to favour those from the other college.”

Q. Have you witnessed inappropriate behaviour within your organisation in the last 12 months?

Yes	17.3% (142)
No	79.7% (655)
I don’t know	3.0% (25)

If yes, please briefly describe COMMENTS

“bullying of staff from staff.”

“Teachers seem to be expected to tolerate a certain amount of abuse from students.”

“Aggressive, abusive, confrontational, misbehaviour by students towards staff allowed to continue far too long throughout the academic year.”

“Bullying, intimidation from other staff members to staff...”

“bullying by higher management”

In the 73 comments, ‘bullying’ was reported 10 times.

Training

Of the 17.3% (142) staff members who had witnessed inappropriate behaviour in the last 12 months the majority, 38.7% felt it was NOT dealt with satisfactorily as opposed to 27.8% (86) who were satisfied.

Further training is required to support staff in understanding and using disciplinary and grievance procedures as 26.4% (224) of staff are unaware of the relevant reporting and recording procedures.

Q. I am aware of how my organisation tackles bullying and harassment

Agree	73.5 (623)
Disagree	26.4% (224)

Staff were asked to select EDI related subjects which they would like further training and information on. Interestingly, the 'Protected Characteristics' of the Equality Act 2010 received few requests. Significantly, more than 40% of staff expressed an interest in Promoting Mental Health and Work, followed by Equality and Human Rights Legislation.

22% of staff expressed interest in further information about "culture, Gypsies and Travellers" which are both defined as the Protected Characteristic of Race in the Equality Act 2010.

Q. Which areas do you feel that you are in need of information, advice, guidance, support and training? (You may choose more than one)

Promoting Good Mental Health At Work	45.4%
Mental Health	32.8%
Human Rights Legislation	31.4%
The 2010 Equality Act	28.9%
Genuine Occupational Requirement	24.8%
Cultural Awareness	22.0%
Gypsies and Travellers	22.0%
Faith or belief	18.3%
Disability	13.4%
Transgender	13.4%
Race, ethnic origin nationality	10.8%
Pregnancy/maternity/paternity	8.6%
Age	7.3%
Sexual orientation	6.7%
Marital status and civil partnership	4.9%
Gender	3.7%

Concluding Headlines

Q. I feel loyal to my organisation

Agree	73.5% (606)
Neither agree nor disagree	20.4% (168)
Disagree	6.2% (51)

Q. I feel valued by my organisation

Agree	51.9% (428)
Neither agree nor disagree	27.8% (229)
Disagree	19.4% (168)

Q. My organisation needs to improve around equality, diversity and inclusion

Agree	21.2% (173)
Neither agree nor disagree	49.2% (401)
Disagree	29.6% (241)

The majority of staff respondents believe the college should receive the liD award.

Q. Do you think that your organisation should be awarded the Investors in Diversity standard?

Yes	72.6 (588)
No	9.1% (73)
I don't know	18.0% (145)