

# New Staff Survey

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Start of Block: Block 3

Thank you for taking the time to do this survey. In this survey, we are collecting information on application, interview, and induction processes in SBCS for people who began working in SBCS within the last two years.

This is short survey which should take you less than 10 minutes to complete. The purpose of collecting this data is two-fold:

- 1) to gather data for our Athena Swan application in November 2019, *and*
- 2) to use that data make changes within the School in order to improve equality, diversity, and inclusion at all stages of the hiring and induction processes.

End of Block: Block 3

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Start of Block: Block 1

Q1 Are you working:

- In professional services (1)
  - As a faculty member (2)
  - As a technician (3)
  - As a researcher (4)
  - Other (5) \_\_\_\_\_
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Q2 Which gender identity do you most identify with?

Male (1)

Female (2)

Non-binary (3)

Other (4) \_\_\_\_\_

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Q3 What is your ethnicity?

\_\_\_\_\_

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Q4 In what month and year did you start working in SBCS?

\_\_\_\_\_

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Q5 Do you consider yourself to be BAME (Black, Asian, and/or minority ethnic)?

Yes (1)

No (2)

End of Block: Block 1

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Start of Block: Block 2

Q6 When you were hired, was there at least one man and at least one woman on your hiring panel?

- Yes (1)
  - Maybe (2)
  - No (3)
  - Can't remember (4)
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Q7 When you were hired, were there any BAME staff members on the hiring panel?

- Yes (1)
  - Maybe (2)
  - No (3)
  - Can't remember (4)
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Q8 Did any of the following influence your perception of SBCS or your decision to take the job?  
(check any which apply)

- Gender breakdown of the panelists (1)
- Ethnic make-up of the panelists (2)
- Gender and ethnic makeup of people shown on the website (7)
- Flexible working policies (3)
- Parental Leave policies (4)
- Knowing a current or past employee (5)
- Other (6) \_\_\_\_\_

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Q9 If you have anything else you'd like to say about how you feel that the gender breakdown of the hiring panel influenced how the interview went, your perception of SBCS, or your decision to take the job, please do so here.

\_\_\_\_\_

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Q10 If you have anything else you'd like to say about how you feel that the ethnic makeup of the hiring panel influenced how the interview went, your perception of SBCS, or your decision to take the job, please do so here.

\_\_\_\_\_

Q11

Did you know anyone working in SBCS before applying to the position?  
If yes, did knowing that person influence your decision to join QMUL, and why?

Yes: (1) \_\_\_\_\_

No (2)

End of Block: Block 2

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Start of Block: Block 3

Q12 Which of the following did you attend in the first year after beginning your role?

SBCS Staff Welcome Party (2)

QMUL Induction (3)

S&E Welcome Party (4)

If you attended none, please explain here: (5)

\_\_\_\_\_

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Q13 What aspects of the staff induction in SBCS did you find most useful?

\_\_\_\_\_

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Q14 What aspects of induction do you think could be improved?

\_\_\_\_\_

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Q15 Did you have a meeting with your line manager soon after your starting date to discuss priorities and your role in the team?

Yes (1)

No (2)

Don't know (3)

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Q16 When starting at QMUL, were you informed about university policies, such as flexible working, childcare vouchers, etc?

Yes (1)

No (2)

Don't know (3)

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Q17 When starting at QMUL, were policies surrounding staff development clear?

Yes, very clear (1)

Somewhat clear (2)

Not at all clear (3)

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Q18 Are you aware of any equality, diversity, or inclusion initiatives in SBCS or Queen Mary? If so, what are those initiatives?

Yes (1) \_\_\_\_\_

No (2)

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Q19 Have any equality, diversity, or inclusion initiatives in SBCS or Queen Mary impacted you?  
If so, in what way?

Yes (1) \_\_\_\_\_

No (2)

Don't know (3)

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Q19 Are you satisfied with the probation/appraisal process?

Yes (1) \_\_\_\_\_

To some degree (2) \_\_\_\_\_

No (3) \_\_\_\_\_

Don't know (4)

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Q20 Do you feel that you receive sufficient mentoring?

Definitely yes (1)

Probably yes (2)

Probably not (3)

Definitely not (4)

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Q21 Do you feel that you and your mentor(s) are a good match, in terms of area and expertise?

- Definitely yes (6)
  - Probably yes (7)
  - Probably not (8)
  - Definitely not (9)
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Q22 What aspects (if any) of the mentor/mentee meetings do you find helpful for your career development?

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Q23 What else could SBCS do to welcome and support new staff?

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Q24 What do you think that SBCS could do to better promote equality, diversity, and inclusion in the School?

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**End of Block: Block 3**

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