

New Starters Survey – short report 2020

- 67 new hires between Feb 2019 – Feb 2020 (Admin, Technical, Academic and Research Only); ~30% responded our Survey;
- 75% (of respondents) reported presence of at least one woman on the interview panel; ~17% reported presence of BAME member of staff;
- Main reason for accepting the job: ~**64% knowing a current or past employee** (increase from 19% last year) ; 27% Flexible working policies (increase from 13%);
- **No negative comments about the SBCS induction**, however we did receive few suggestions for improvements;
- 60% were **aware of EDI initiatives** (increase from 39.5% from last year);
- Only 50% were informed about the University policies
- Only 10% were very clear + 40% somewhat clear on policies surrounding staff development
- We also collected suggestions on improving:
support for new staff, probation and mentoring process, promoting EDI initiatives.