	RDM 2018	RDM 2016	RDM 2014	MSD 2016	2018 Notes
Response rate in percentage	75	69	71	55	
	Total No of Survey Responses = 437 Of those that answered Q76 "What is your gender" n=220F/154M/27PNTS				
All Results are shown by Percentage % **Overall %, then in brackets Female / Male / Prefer Not to Say (PNTS)**					
Induction					
Induction was found useful Wording 16 = divisional 18 = department	88% (86%F/90%M/100%PNTS) n=140 Responses	63			
Did you have an objective setting meeting?	88% (88%F/87%M/100%PNTS) n=140 Responses	70	59		
If yes, you had an objective setting meeting, was it useful?	98% (97%F/98%M/100%PNTS) n=124 Responses	95	96		
Management and Development					
Feel that their line manager values their contribution.	89% (89%F/88%M/96%PNTS) n=399 Responses	87	84 (78F/91M)	92	
Feel they receive helpful feedback from their line manager.	84% (85%F/85%M/69%PNTS) n=397 Responses	81		83	
Feel their line manager support them to think about their professional development.	80% (82%F/78%M/71%PNTS) n=391 Responses	73		78	
Feel their line manager actively encourages them to take up career development opportunities.	70% (72%F/71%M/52%PNTS) n=379 Responses	62	60 (54F/69M)	69	

Professional and Personal Development					
Feel that they take time to reflect on, and plan for, their career development.	79% (78%F/83%%M/67%%PNTS) n=385 Responses	74		78	
Feel clear about the development opportunities available to them.	69% (71%F/68%M/60%PNTS) n=393 Responses	57		62	
Feel that they have the opportunity to take on new responsibilities or develop new skills.	82% (83%F/80%M/86%PNTS) n=393 Responses	74		78	
Feel comfortable discussing their training and development needs with their line manager.	79% (78%F/85%M/54%PNTS) n=395 Responses	72	67 (67F/68M)	81	
Feel that the responsibility for career development lies with yourself	99% (100%F/99%M/100%PNTS) n=392 Responses				
Feel that the responsibility for career development lies with your manager	75% (75%F/74%M/84%PNTS) n=375 Responses				
Personal Development Review					
Have had a PDR over the last two years (in 2016 survey question was over the last year)	79% (80%F/77%M/85%PNTS) n=393 Responses	74		72	
If had a PDR, have found it useful	80% (82%F/79%M/64%PNTS) n=341 Responses	75	71 (73F/68M)		
Are aware that it is mandatory for all staff to be offered a PDR	88% (91%F/85%M/85%PNTS) n=398 Responses				

Mentoring					
Since taking up your current role have you been mentored by someone who is not your line manager	28% (28%F/27%M/26%PNTS) n=399 Responses	5			In actual numbers, in 2016 22 respondents said they had been mentored, in 2018 it was 110. 2016 - 8 in RDM Scheme 2018 - 42 in RDM Scheme
Have found mentoring useful	78% (80%F/75%M/78%PNTS) n=144 Responses				
For mentees	Career progression and Planning (60%), then equally Balancing work / study / family life Specific difficulties or issues at work Being more positive about work / study Extending my professional network	The top four things the scheme had helped with – career progression and planning (34%), professional development, (20%), extending professional network (13%), difficulties at work (12%)			
For mentors	Pass on my skills and experience for the benefit of others, then Reflect on my own practice Improved job satisfaction Encourage others to remain in science Being more positive about work Extending my professional network	For mentors, the top four things the scheme had helped with – passing on skills and experiences (39%), reflecting on my own practice (26%), improved job satisfaction (13%), being more positive about working or studying in RDM (10%)			
Researchers (Survey Routed Question)					
I have access to mechanisms allowing me to voice issues that are relevant to me in my **Research Group**	87% (89%F/84%M/92%PNTS) n=238 Responses				
I have access to mechanisms allowing me to voice issues that are relevant to me in my **Department**	70% (72%F/71%M/38%PNTS) n=241 Responses				
I have access to mechanisms allowing me to voice issues that are relevant to me concerning **Central University Policies**	33% (34%F/34%M/8%PNTS) n=240 Responses				

Academics and PSS Staff (Survey Routed Question)					
I have access to mechanisms allowing me to voice issues that are relevant to me in my **Research Group**	64% (54%F/78%M/88%PNTS) n=112 Responses				
I have access to mechanisms allowing me to voice issues that are relevant to me in my **Department**	79% (77%F/84%M/77%PNTS) n=151 Responses				
I have access to mechanisms allowing me to voice issues that are relevant to me concerning **Central University Policies**	46% (43%F/51%M/50%PNTS) n=144 Responses				
Managing others					
Are responsible for leading or managing staff and/or a research group.	35% (29%F/40%M/59%PNTS) n=401 Reponses	35			
Feel confident recruiting staff.	86% (83%F/87%M/94%PNTS) n=142 Responses	77		89	
Feel confident conducting probationary and personal development reviews.	76% (73%F/78%M/81%PNTS) n=142 Responses	73		84	
Feel confident managing projects and finances.	77% (68%F/86%M/88%PNTS) n=142 Responses	78		87	
Feel confident managing staff performance and giving feedback.	82% (78%F/87%M/81%PNTS) n=142 Responses	80		85	
Feel confident supporting their staff to think about their careers.	88% (86%F/87%M/100%PNTS) n=142 Responses	78		86	
Feel confident administering HR processes.	64% (61%F/68%M/63%PNTS) n=140 Responses	53		61	
Have undertaken any training or development to enhance your management or leadership skills?	65% (75%F/56%M/69%PNTS) n=142 Responses				
Leadership Aspirations					
Aspires to move into a role involving leadership	62% (48%F/84%M/73%PNTS) n=253 Responses				
In current role has been given oppportunities to develop leadership skills	34% (29%F/46%M/10%PNTS) n=254 Responses				

Environment and Culture					
Feel they can be themselves at work.	91% (93%F/89%M/88%PNTS) n=391 Responses	89		92	
Feel their colleagues are supportive of them.	92% (94%F/90%M/85%PNTS) n=394 Responses	91		94	
Feel integrated into their team.	92% (92%F/93%M/89%PNTS) n=398 Responses	92		94	
Feel integrated into their Division.	71% (72%F/70%M/69%PNTS) n=396 Responses	63		72	
Feel integrated into RDM	56% (56%F/54%M/56%PNTS) n=394 Reponses				
Feel included in their team/group social/networking activities.	91% (91%F/92%M/81%PNTS) n=397 Responses				
Feel included in their Divisional social/networking activities.	70% (71%F/66%M/72%PNTS) n=393 Reponses	71			
Feel included in RDM social/networking activities.	51% (50%F/50%M/63%PNTS) n=388 Responses			81	
Feel valued for the work I do in my team	89% (89%F/88%M/93%PNTS) n=398 Responses				
Feel valued for the work I do in my division	60% (61%F/59%M/50%PNTS) n=392 Responses				
Feel valued for the work I do in RDM	45% (46%F/46%M/31%PNTS) n=392 Responses				
Feel that meetings are scheduled to take caring responsibilities into account.	68% (71%F/65%M/59%PNTS) n=398 Responses	57		85	
Noticed a +ve cultural change in the last 2 years	45% (41%F/49%M/48%PNTS) n=395 Responses	40	47		

Communication					
Feel well informed about news and information of relevance to them	87% (89%F/86%M/77%PNTS) n=396 Responses	87	71		
Weekly Bulletin	93% (93%F/93%M/96%PNTS) n=399 Responses	Not asked	Not applicable		
Quarterly RDM Newsletter	87% (87%F/88%M/92%PNTS) n=394 Responses	84	61		
RDM Funding bulletin	78% (74%F/81%M/92%PNTS) n=392 Responses	71			
Departments website	87% (90%F/84%M/81%PNTS) n=396 Responses	85			
Workload and Transparency					
Feel that their workload is reasonable.	80% (81%F/77%M/85%PNTS) n=388 Responses	76		79	
Feel that there is a fair and transparent way of allocating work in my team / group	79% (78%F/80%M/81%PNTS) n=398 Responses	Not asked			
Feel that there is a fair and transparent way of allocating work in my division within RDM	49% (48%F/50%M/46%PNTS) n=394 Responses	55		69	
Can discuss work/life balance with their manager	76% (79%F/74%M/54%PNTS) n=397 Responses	74	62 (64F/59M)		
In terms of salary, feel fairly rewarded for the work they do,	63% (68%F/58%M/58%PNTS) n=399 Responses	60		67	
Management/Decision making					
Feel that management and decision making processes are clear and transparent in their **team/group.**	75% (74%F/77%M/69%PNTS) n=398 Responses				
Feel that management and decision making processes are clear and transparent in their **RDM division.**	49% (50%F/51%M/26%PNTS) n=393 Responses	51			
In the University	35% (36%F/34%M/27%PNTS) n=392 Responses	36	50 (49F/51M)	54	

Flexible Working					
Do you have flexible working arrangements (e.g. flexible/staggered hours, home/remote working)?	60% (63%F/56%M/52%PNTS) n=398 Responses				
Report working part time or flexible hours.		52			2016 asked over two questions about flexible working and if it was formal or not
Have caring responsibilities of some kind	33% (27%F/32%M/73%PNTS) n=369 Reponses	51			Biggest drop is in caring for under 5s from 47 to 33. The number of those who replied they have no caring responsibilities has risen from 213 to 252.
Fair treatment					
Felt they have been treated unfairly in the **workplace** during this academic year.		18		15	Question needed clarification as didn't distinguish if the workplace was RDM
Have you felt that you have been treated unfairly within RDM during the last year?	15% (16%F/16%M/12%PNTS) n=396 Responses				
Feel they have experienced bullying and/or harassment during this academic year within RDM.	11% (12%F/10%M/11%PNTS) n=398 Responses	10	11 (14F/6M)	8	
Felt they had witnessed bullying and/or harassment during this academic year within RDM.	16% (18%F/13%M/15%PNTS) 394 Responses	16	20 (25F/14M)	12	
Job satisfaction					
Are satisfied with their job.	86% (87%F/84%M/86%PNTS) n=401 Responses	83		87	
Would recommend working at the University of Oxford to a friend.	89% (94%F/85%M/81%PNTS) n=399 Responses	89		95	
Would recommend working for RDM to a friend.	83% (85%F/80%M/77%PNTS) n=398 Responses	86		87	