

# RDM Surveys 2025

The story so far and what is coming next

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# Student Survey - Overview

- In 2025, 43 students completed the survey which equates to a response rate of about 24%.
- The 2025 survey highlights strong performance in supervision and induction.
- Culture and training are generally positive.
- Leadership and communication received the lowest ratings, with concerns around transparency and the effectiveness of internal communications.



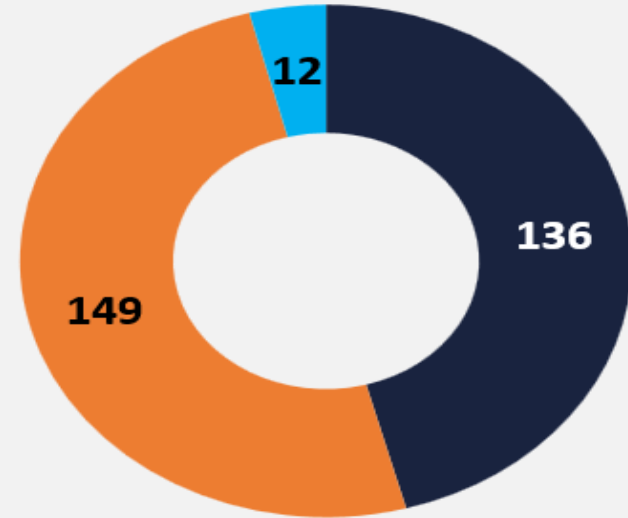
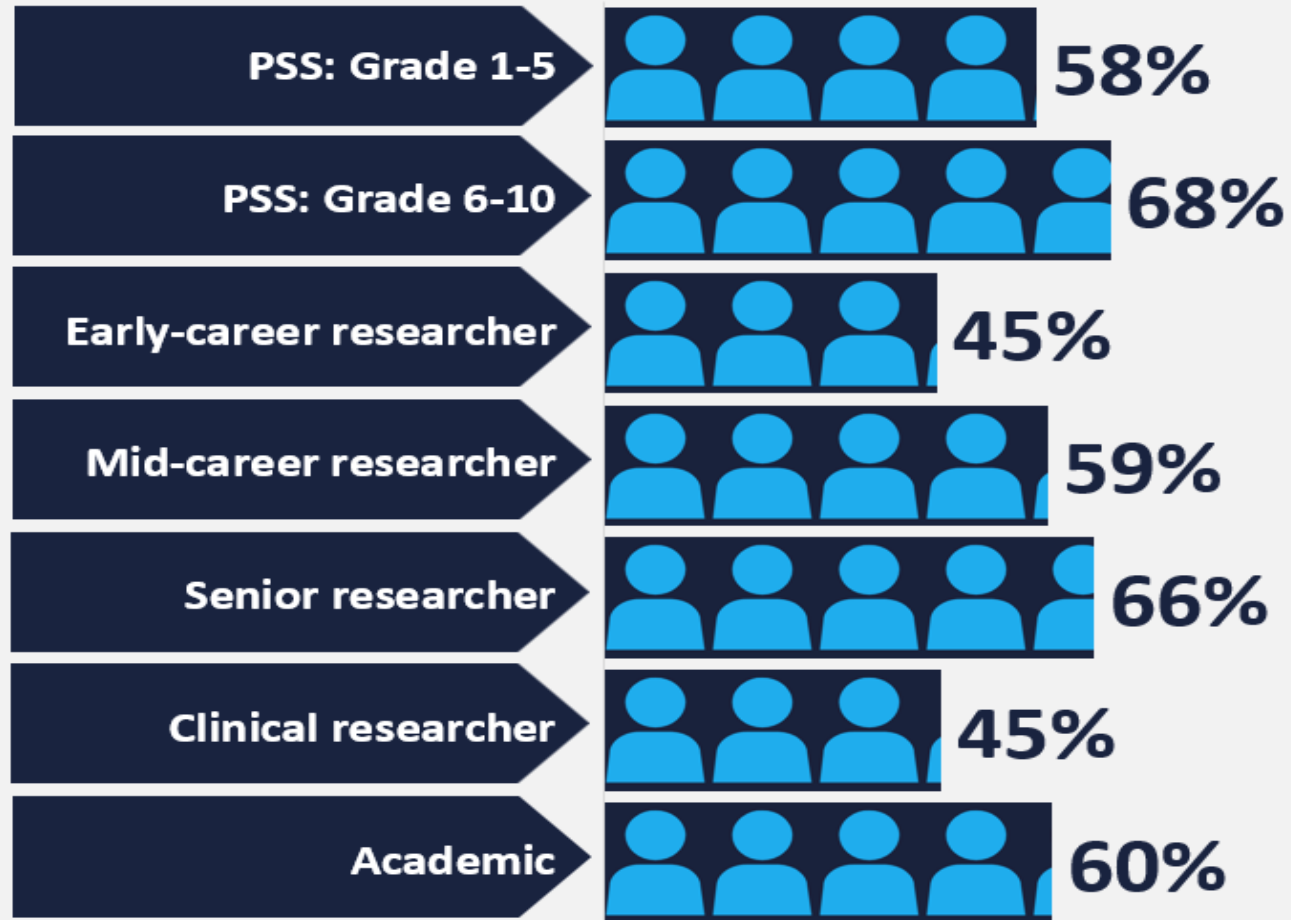
# Student Survey – Actions

Actions and responses have been discussed at the RDM Graduate Studies Committee and RDM Student Forum.

- Annual reminder to supervisors and students about leave entitlements
- Student Buddy System
- Student-lead sessions for interview candidates
- Annual meetings with local Director of Graduate Studies
- Careers services and advice



## Who responded in RDM?









**Professional & Support 65%**














**Researcher 50%**




**Academic 60%**

# RDM Staff Engagement Questions










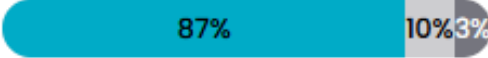
Question		Theme	Response Favourability	MSD	2023
I am proud to say I work for the University		Engagement	 86% 11% 3%	+1	+4
I would recommend my department as a great place to work		Engagement	 67% 23% 10%	-3	0
I would recommend the University as a great place to work		Engagement	 74% 19% 7%	+1	+2
I would still like to be working at the University in two years' time		Engagement	 75% 16% 10%	0	+7
Overall, I am satisfied in my job		Engagement	 75% 14% 11%	0	+6
Working here makes me want to do the best work I can		Engagement	 79% 16% 5%	0	+5

# Highest Scoring Questions in 2025

Question	Impact	Theme	Response Favourability	Comparison
I have good relationships with my colleagues		Inclusion		+1 
I am aware of the harassment policy and procedure for University staff		Bullying and Harassment		+1 
My objective setting meeting was useful		MSD (RDM)		n/a
Health and Safety is taken seriously in my department		Wellbeing & Workload		n/a
I feel well informed about University-level news and activities from central communications (e.g. the Gazette, University Bulletin, emails from the Vice-Chancellor)		Communication		+1 

 Favourable
  Neutral
  Unfavourable

# Biggest decreases since 2023

Question	Impact	Theme	Response Favourability	Vs Previous
My review included opportunities for open and wide-ranging discussion about my career		Personal Development Review		-17
I feel confident that complaints about harassment would be dealt with seriously in this organisation		Bullying and Harassment		-10
I am confident supporting my staff to reflect on and plan their career development		Being a manager		-10
Communication in my department is open and effective		Communication		-9
I found mentoring useful		Mentoring		-7

 Favourable
  Neutral
  Unfavourable

# Identifying actions

## **Step 1: Review of department-wide survey which revealed 3 priorities across RDM:**

- **Leadership**

Questions included 'leaders here act as good role models', 'my department sets clear expectations of behaviour'

- **Communication**

Questions included 'Communication in my department is open and effective'

- **Transparency, clarity and management**

Questions included 'Management and decision making is clear in my department'

## **Step 2: Consultation with Head, Business Manager & EDI Champion in each RDM division:**

- Discussed results specific to their area
- Identified additional specific local actions to add to RDM actions

# Actions

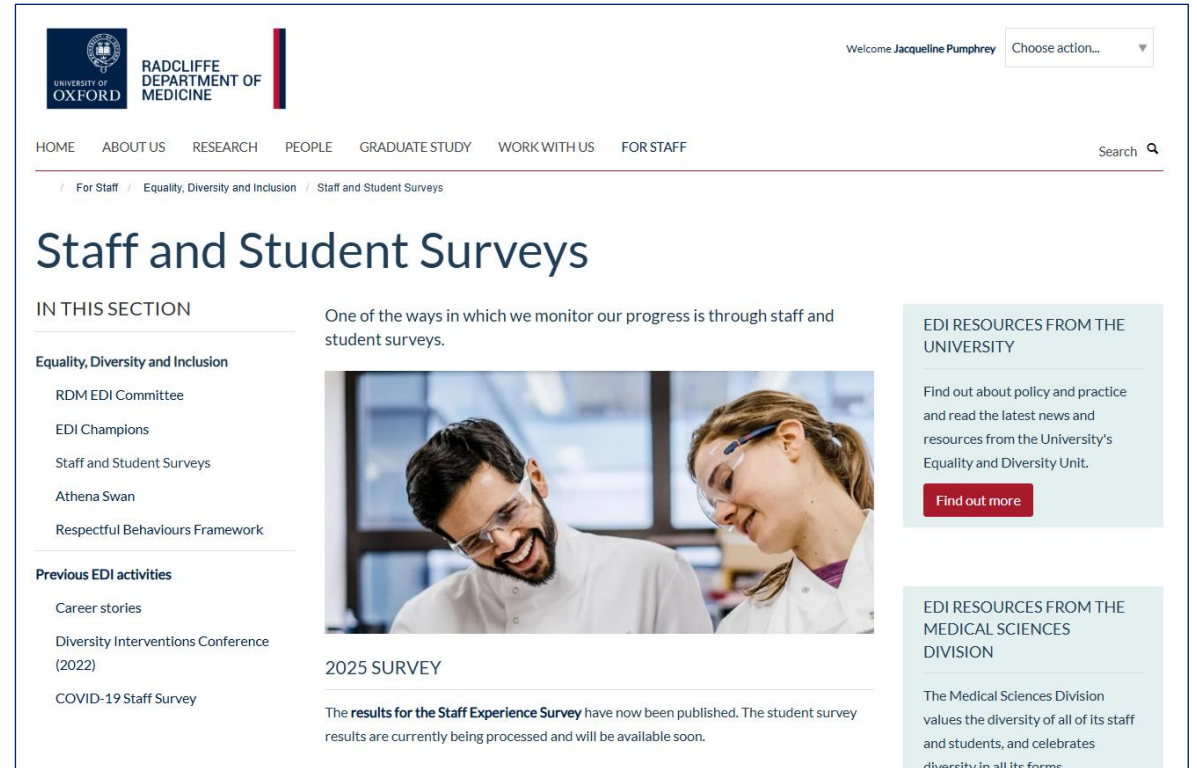
**2025 survey results have already supported the following actions:**

- Running the People Centred Management Programme
- Local delivery of POD's Leading and Managing People in Research
- Continued improvements for PDR/CDR
- Increase mentoring resources
- Training and support on how to have difficult conversations
- Updating RDM Anti-Bullying and Harassment Information



# Key next steps

- Survey action plan will be discussed by the RDM Senior Leadership Team
- Action plan information published on the RDM website
- Regular updates and check-ins will be made via the Bulletin



The screenshot shows the Radcliffe Department of Medicine website. The header includes the University of Oxford logo, the department name, and a user welcome message for Jacqueline Pumphrey. A navigation menu lists various sections like Home, About Us, Research, People, Graduate Study, Work with Us, and For Staff. A breadcrumb trail indicates the current location: For Staff / Equality, Diversity and Inclusion / Staff and Student Surveys. The main heading is 'Staff and Student Surveys'. Below it, a section titled 'IN THIS SECTION' lists links for Equality, Diversity and Inclusion, including the RDM EDI Committee, EDI Champions, Staff and Student Surveys, Athena Swan, and Respectful Behaviours Framework. It also lists 'Previous EDI activities' such as Career stories, Diversity Interventions Conference (2022), and COVID-19 Staff Survey. A featured image shows two scientists in a lab. Text next to the image states: 'One of the ways in which we monitor our progress is through staff and student surveys.' Below the image, a section titled '2025 SURVEY' mentions that the results for the Staff Experience Survey have been published and the student survey results are being processed. On the right, two sidebars offer 'EDI RESOURCES FROM THE UNIVERSITY' and 'EDI RESOURCES FROM THE MEDICAL SCIENCES DIVISION', both with a 'Find out more' button.

**Your survey responses continually influence how we improve the culture and structures across RDM and the University.**