

## Key Themes from REC Staff Survey

### **Diversity of Institution**

Strong sense of bias by cleaning staff from students

Observation of bias with lack of BAME staff and student diversity at College and need for senior BAME representation

Some improvement in diversity and culture of institution has been observed

Experience of discrimination high amongst BAME respondents

Strong sense of career impediment due to ethnicity

Open to further change

### **Diversity of Local Population**

Need for senior BAME representation and overall lack of BAME staff and students

Negative impact of Brexit felt by respondents

Need for public engagement from diverse groups

Strong sentiment of anti-diversity amongst some respondents and a lack of awareness of diversity in local population

### **Reporting racial discrimination**

Lack of confidence in reporting system and in HR ability to handle adequately

Strong sense of bias and experience and observation of racial discrimination

More transparency in promotions

Lack of knowledge of reporting system

### **Recommending the Institution**

Need for senior BAME representation and overall lack of BAME staff and students

Positive comments from half of respondents

Half of respondents feel a sense of various biases

High cost of living in London to be taken into consideration

### **Recruitment and Selection**

Strong sentiment of anti-diversity amongst some respondents (from multiple backgrounds), with belief that positive discrimination occurs here

Need for more diverse panels

Need for HR representative to be on panels

## Key Themes from REC Staff Survey

Request for unconscious bias training for all on panel

Concern about transparency and processes with many observing bias in recruitment and interviews

Need for blind recruitment

Need for soft skills to be considered

Need for wider recruitment

### **Career development and progression**

Lack of confidence in promotions and strong sense of bias

Disparity between academic and Prof Staff promotion and concern about lack of formal career progression for professional development staff

Lack of transparency in progression

Lack of knowledge of promotions

### **Appraisals**

High number of respondents record no appraisal

Concern about line manager bias

Concerns about value of PRDP

Concern about line manager competence

### **Flexible working**

Broadly speaking academic staff have positive experience of flexible working vs professional staff

Lack of consistency in the implementation of flexible working policy across College

Lack of knowledge of policies and implementation and the need for better communication

Lack of confidence in procedures and high level of personal experiences of request for flexible working turned down

Workload concerns for academics with the perception they work flexibly, as they work all the time

### **Pay**

Concern about transparency of policy

Strong sense of bias and experience and observation of racial discrimination

## Key Themes from REC Staff Survey

Lack of consistency of policy across College  
Concerns regarding gender and ethnicity pay gap insufficient transparency on salaries

Lack of feedback given following decisions Salary not internationally competitive

### **Final comments**

Need for senior BAME representation and overall lack of BAME staff and students  
Unconscious bias training to be compulsory for all staff

Sense of bias (white minority) and class concerns

Need to consider intersectionality

Lack of conversation around race; concern race is not high on the agenda; need to tackle culture mandatory training for all staff involved in recruitment; need for training in race

Strong sentiment of anti-diversity amongst some respondents need for better reporting mechanisms

### **Comments for SAT**

General feeling there is a great deal of focus on gender equality i.e. Athena Swan which has deflected attention from race equality and other diversity areas.

Encourage greater use of exit interviews to identify why BAME staff leave

Undertake ethnicity pay gap review

Hold more culturally diverse events with diverse speakers

Need for training for students in race equality