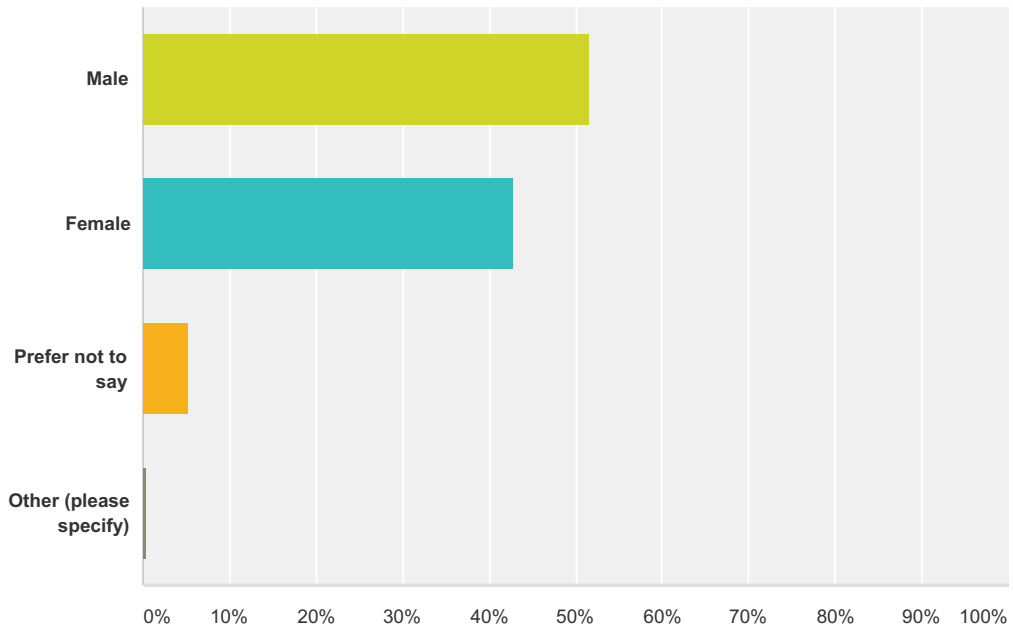


Q1 Do you identify as?

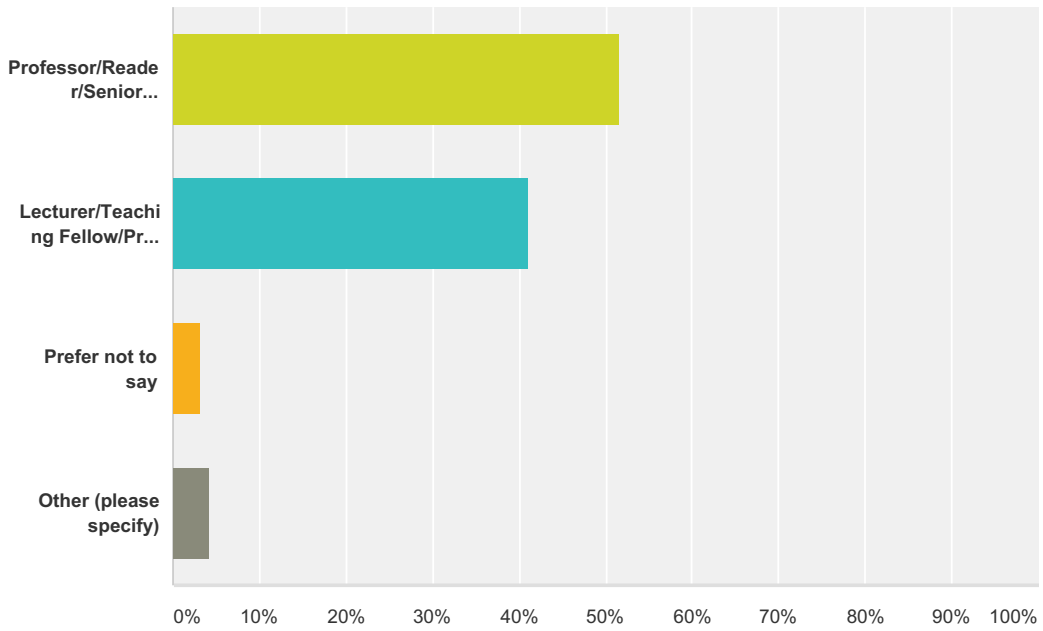
Answered: 384 Skipped: 0



Answer Choices	Responses
Male	51.56% 198
Female	42.71% 164
Prefer not to say	5.21% 20
Other (please specify)	0.52% 2
Total	384

Q2 What is your current role?

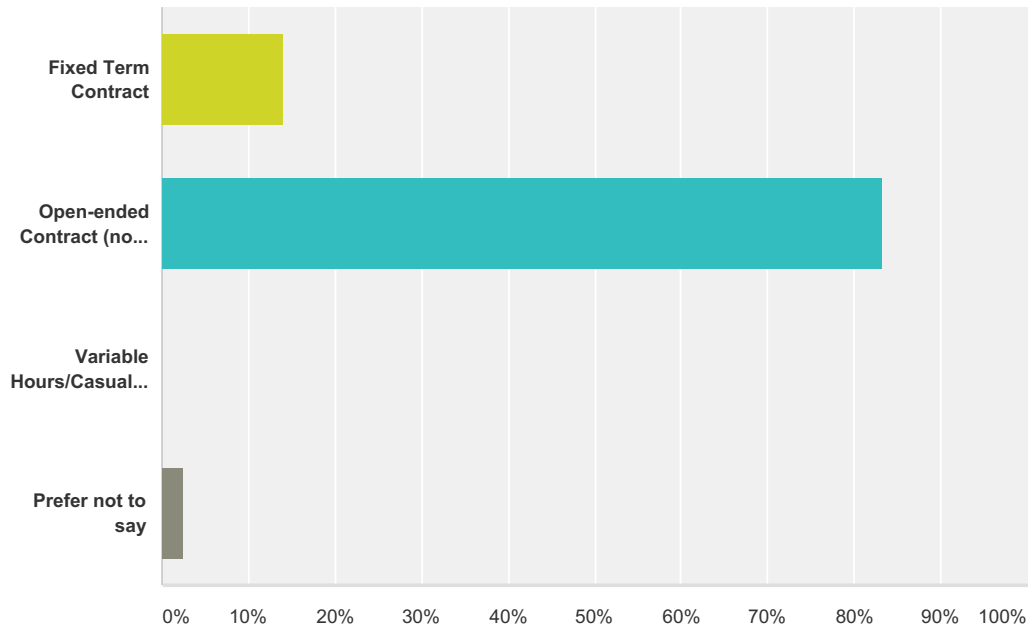
Answered: 384 Skipped: 0



Answer Choices	Responses
Professor/Reader/Senior Lecturer or Other Grade 9 and above roles	51.56% 198
Lecturer/Teaching Fellow/Prize Fellow or other grade 7/8 role	41.15% 158
Prefer not to say	3.13% 12
Other (please specify)	4.17% 16
Total	384

Q3 Are you on a

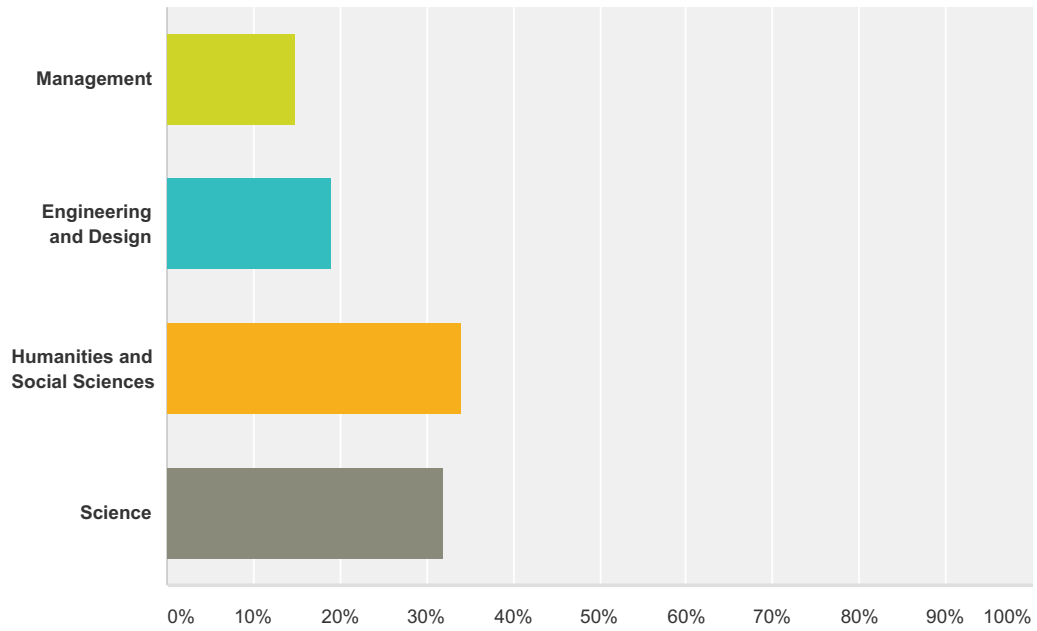
Answered: 384 Skipped: 0



Answer Choices	Responses
Fixed Term Contract	14.06% 54
Open-ended Contract (no end date)	83.33% 320
Variable Hours/Casual Contract	0.00% 0
Prefer not to say	2.60% 10
Total	384

Q4 Which Faculty/School are you in?

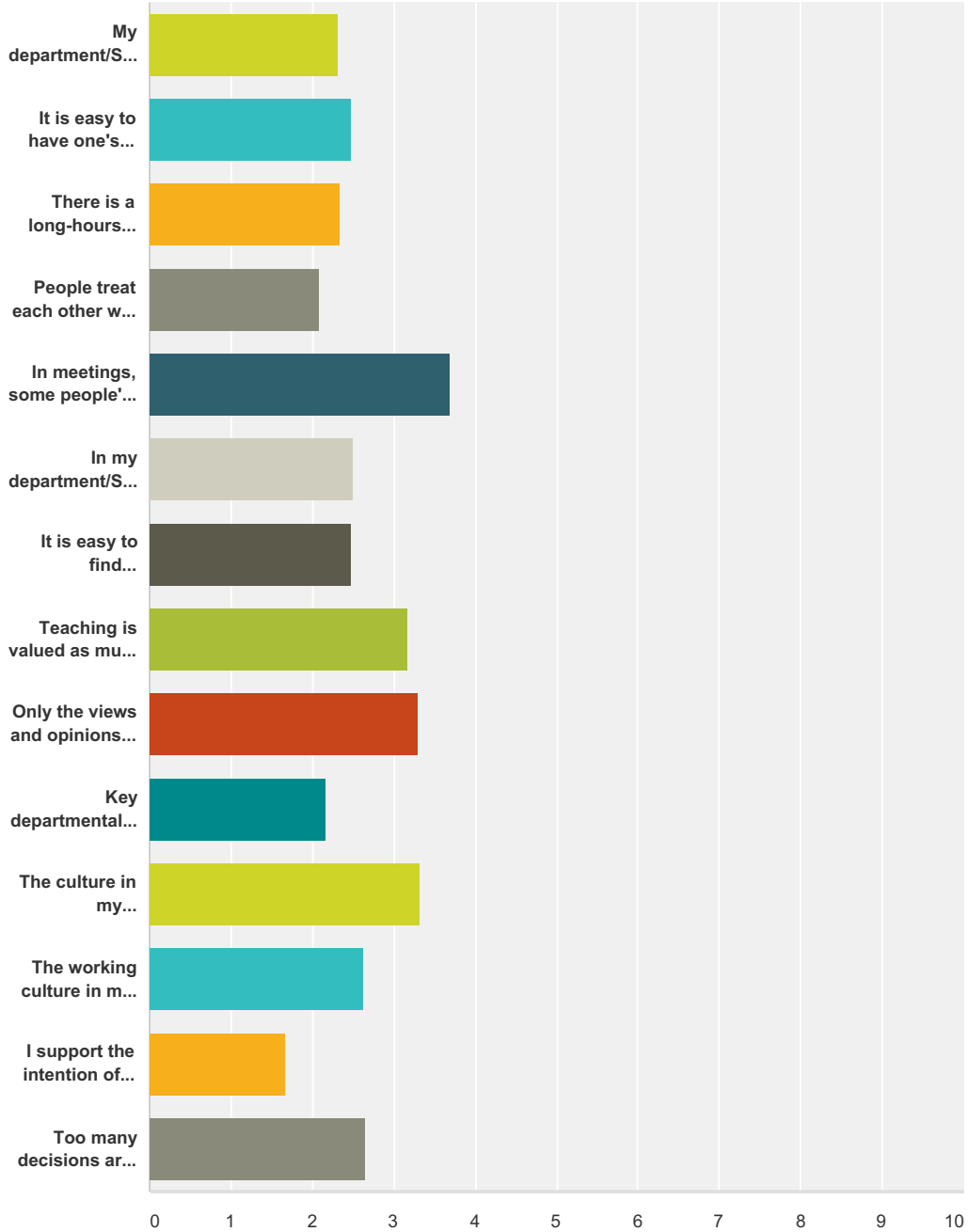
Answered: 384 Skipped: 0



Answer Choices	Responses
Management	14.84% 57
Engineering and Design	19.01% 73
Humanities and Social Sciences	34.11% 131
Science	32.03% 123
Total	384

Q5 Please indicate how much you agree or disagree with the following statements by clicking on the relevant box in each question.

Answered: 359 Skipped: 25



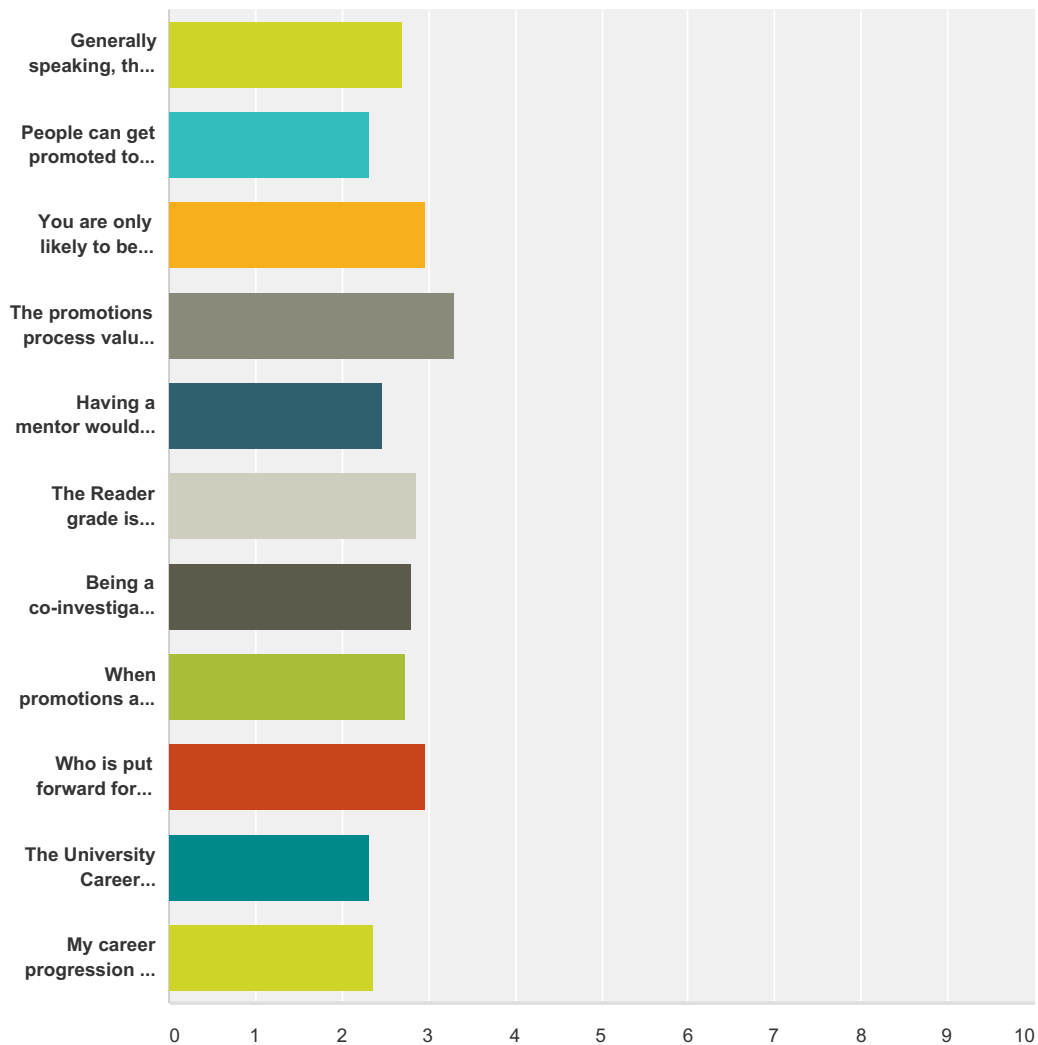
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
My department/School has a very positive working culture	20.73% 74	46.22% 165	18.21% 65	10.92% 39	3.92% 14	0.00% 0	357	2.31
It is easy to have one's opinion heard in my department/School	14.80% 53	48.04% 172	17.04% 61	13.69% 49	6.42% 23	0.00% 0	358	2.49
There is a long-hours culture in my department/School	24.79% 89	36.49% 131	22.01% 79	14.76% 53	1.95% 7	0.00% 0	359	2.33

University Athena SWAN Survey

People treat each other with respect in my department/School	24.58% 88	51.68% 185	15.92% 57	5.87% 21	1.96% 7	0.00% 0	358	2.09
In meetings, some people's contributions are treated in an inappropriate way	4.19% 15	12.85% 46	17.60% 63	38.55% 138	25.98% 93	0.84% 3	358	3.70
In my department/School everybody is actively supported to go to conferences/seminars	19.55% 70	37.99% 136	18.44% 66	17.32% 62	5.59% 20	1.12% 4	358	2.51
It is easy to find opportunities to meet colleagues	17.88% 64	42.74% 153	16.76% 60	17.32% 62	5.03% 18	0.28% 1	358	2.49
Teaching is valued as much as research in my department/School	10.61% 38	25.42% 91	18.99% 68	23.74% 85	19.83% 71	1.40% 5	358	3.17
Only the views and opinions of the department's/School's research 'stars' are taken seriously	9.24% 33	18.49% 66	20.45% 73	33.33% 119	16.53% 59	1.96% 7	357	3.30
Key departmental/School meetings are timed so that everyone can attend them	22.35% 80	50.28% 180	16.76% 60	7.54% 27	2.51% 9	0.56% 2	358	2.17
The culture in my department/School is a very traditional one compared with other departments in my discipline around the country	5.62% 20	12.36% 44	35.11% 125	26.69% 95	12.64% 45	7.58% 27	356	3.31
The working culture in my department/School could be much better than it is	20.39% 73	31.01% 111	20.67% 74	21.51% 77	6.42% 23	0.00% 0	358	2.63
I support the intention of Athena SWAN to achieve gender balance in my department/School	55.87% 200	28.49% 102	9.50% 34	3.35% 12	2.23% 8	0.56% 2	358	1.67
Too many decisions are made by administrators that should be taken by academic staff	22.75% 81	23.03% 82	27.25% 97	16.29% 58	9.27% 33	1.40% 5	356	2.66

Q6 Please indicate how much you agree or disagree with the following statements by clicking on the relevant box in each question.

Answered: 353 Skipped: 31



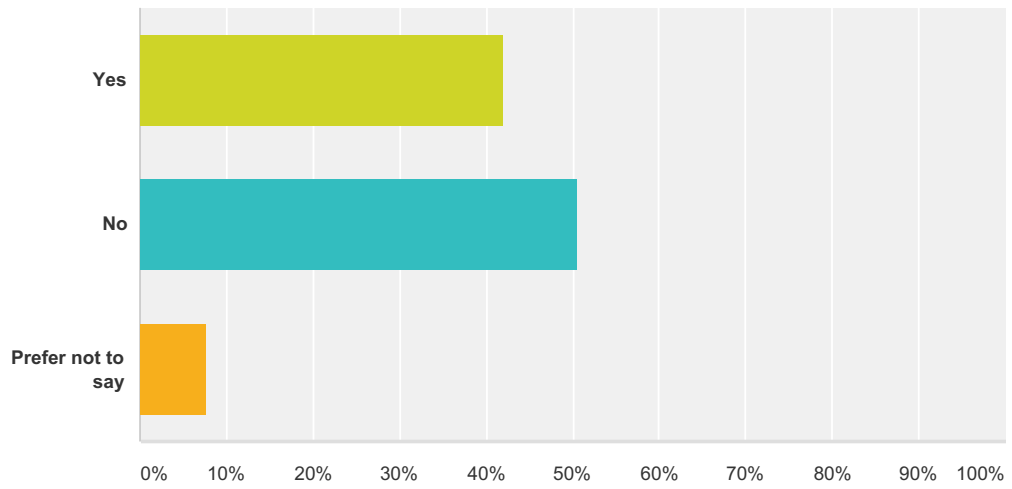
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Generally speaking, the recent promotions in my department/School have been seen as fair and appropriate	10.80% 38	39.20% 138	24.15% 85	13.35% 47	8.81% 31	3.69% 13	352	2.69
People can get promoted to senior positions even if their department/School already has a lot of senior staff	16.48% 58	41.19% 145	30.11% 106	5.97% 21	1.14% 4	5.11% 18	352	2.31
You are only likely to be successful in getting a promotion if your Head of Department (HoD) or Dean actively invites you to apply	8.24% 29	19.89% 70	38.07% 134	21.31% 75	5.97% 21	6.53% 23	352	2.97
The promotions process values 'good citizenship' contributions	3.41% 12	21.88% 77	28.98% 102	22.16% 78	17.33% 61	6.25% 22	352	3.30
Having a mentor would improve people's chances of getting promoted	12.50% 44	40.63% 143	31.53% 111	8.24% 29	3.41% 12	3.69% 13	352	2.47
The Reader grade is underused in my department/School	8.52% 30	24.43% 86	38.92% 137	16.76% 59	5.68% 20	5.68% 20	352	2.86

University Athena SWAN Survey

Being a co-investigator on grants is not valued in the promotion process	13.96% 49	17.95% 63	36.18% 127	17.09% 60	5.41% 19	9.40% 33	351	2.80
When promotions are evaluated your achievements are compared with those of exceptional workaholics	14.25% 50	21.94% 77	37.32% 131	14.53% 51	5.41% 19	6.55% 23	351	2.73
Who is put forward for promotion should be determined by a group of senior academics in my department/School	9.12% 32	27.07% 95	30.48% 107	18.80% 66	11.11% 39	3.42% 12	351	2.96
The University Career Progression Document details the requirements for career progression	15.19% 53	46.99% 164	24.36% 85	5.16% 18	3.72% 13	4.58% 16	349	2.32
My career progression and future plans are discussed at my Staff Development and Performance Review.	17.61% 62	45.74% 161	13.07% 46	9.66% 34	5.68% 20	8.24% 29	352	2.35

Q7 Do you participate in the University's mentoring scheme?

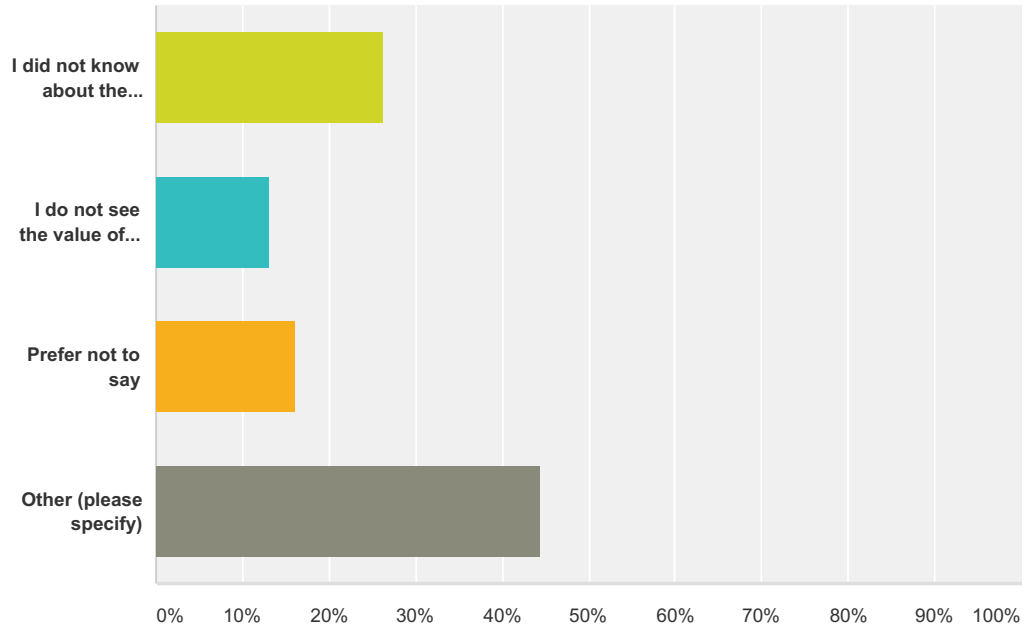
Answered: 351 Skipped: 33



Answer Choices	Responses	
Yes	41.88%	147
No	50.43%	177
Prefer not to say	7.69%	27
Total		351

Q8 You stated that you do not participate (or preferred not to say) in the University mentoring scheme. Please let us know your reasons

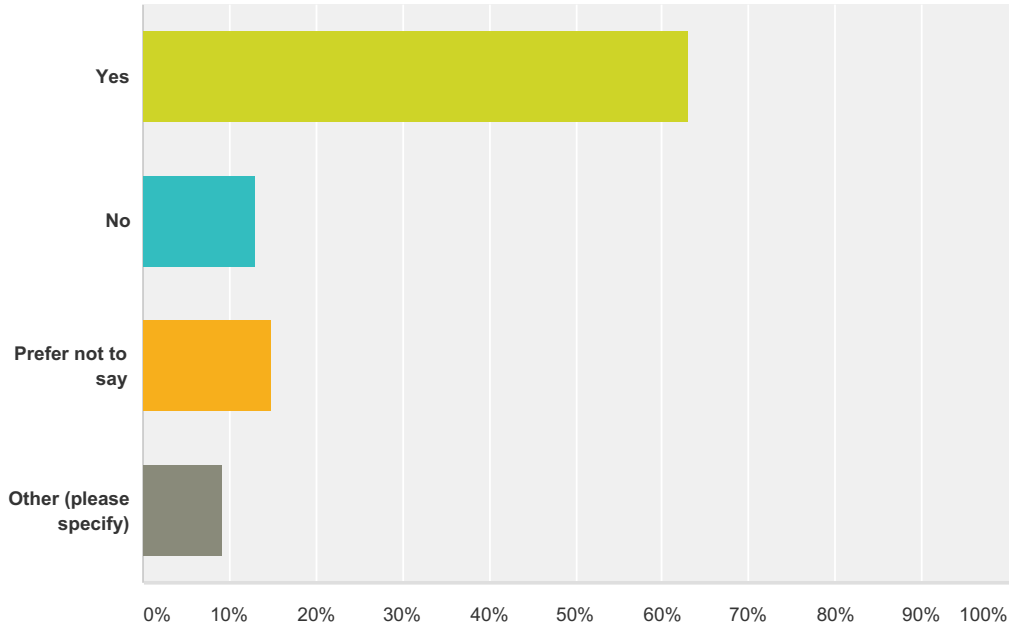
Answered: 205 Skipped: 179



Answer Choices	Responses
I did not know about the scheme	26.34% 54
I do not see the value of having a mentor	13.17% 27
Prefer not to say	16.10% 33
Other (please specify)	44.39% 91
Total	205

Q9 If you had known about the mentoring scheme - would you be interested in having or being a mentor?

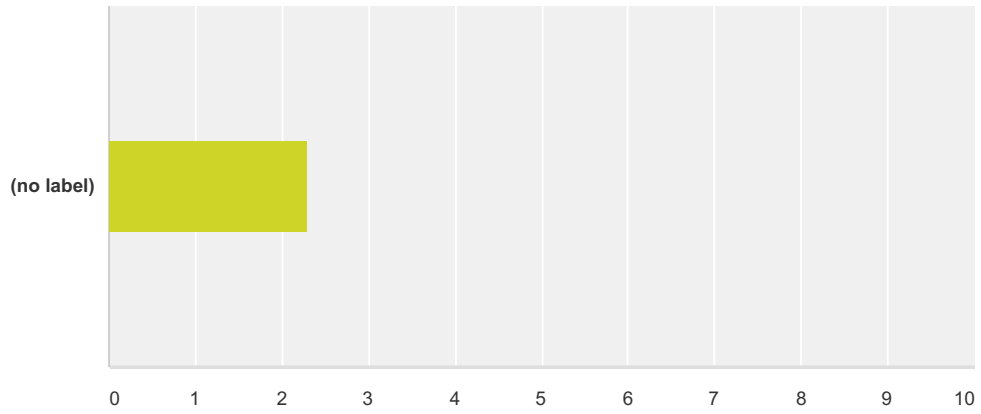
Answered: 54 Skipped: 330



Answer Choices	Responses	
Yes	62.96%	34
No	12.96%	7
Prefer not to say	14.81%	8
Other (please specify)	9.26%	5
Total		54

Q10 The mentoring scheme has been of help to me

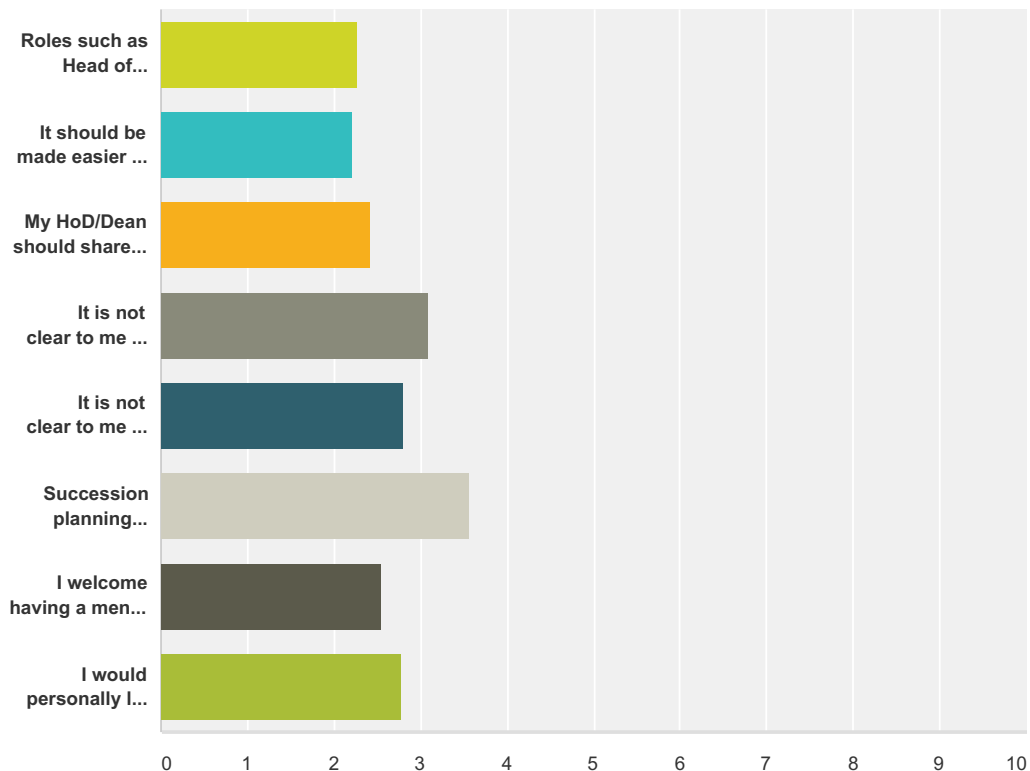
Answered: 148 Skipped: 236



	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
(no label)	20.27% 30	39.19% 58	26.35% 39	4.05% 6	4.73% 7	5.41% 8	148	2.30

Q11 Please indicate how much you agree or disagree with the following statements by clicking on the relevant box in each question.

Answered: 348 Skipped: 36



	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Roles such as Head of Department (HoD) Head of School should rotate around the senior staff in the department/School	23.05% 80	43.80% 152	19.02% 66	10.09% 35	3.46% 12	0.58% 2	347	2.27
It should be made easier for people with caring responsibilities to move into key roles (e.g. HoD, Dean, Associate Dean, Director of Studies, Director of Teaching etc.)	23.48% 81	41.16% 142	25.51% 88	3.48% 12	3.77% 13	2.61% 9	345	2.21
My HoD/Dean should share out their leadership responsibilities in my department/School	13.54% 47	40.35% 140	33.14% 115	8.07% 28	2.02% 7	2.88% 10	347	2.43
It is not clear to me how you get on to important committees in the Department/School	10.20% 35	26.24% 90	20.70% 71	27.11% 93	13.99% 48	1.75% 6	343	3.09
It is not clear to me how you get on to important committees within the University.	13.08% 45	34.88% 120	19.48% 67	22.09% 76	9.01% 31	1.45% 5	344	2.79
Succession planning processes are clear and well understood by staff in my department/School	2.02% 7	12.43% 43	28.90% 100	34.10% 118	19.36% 67	3.18% 11	346	3.58
I welcome having a mentor to help me advance my influence in the institution	13.26% 46	30.26% 105	28.24% 98	6.63% 23	6.05% 21	15.56% 54	347	2.55
I would personally like to have a more influential role in my department/School	8.65% 30	27.95% 97	39.77% 138	16.71% 58	3.75% 13	3.17% 11	347	2.78

Q12 List up to three things that you believe contribute positively to the workplace culture in your department/School (examples of areas you may want to consider are work allocation, social space, social events). If you do not wish to comment please enter n/a.

Answered: 332 Skipped: 52

Answer Choices	Responses	
Positive workplace culture 1	99.70%	331
Positive workplace culture 2	80.42%	267
Positive workplace culture 3	63.86%	212

Q13 List up to three actions which you believe would improve the workplace culture in your department/School. If you have no actions please enter n/a.

Answered: 332 Skipped: 52

Answer Choices	Responses	
Cultural improvement action 1	100.00%	332
Cultural improvement action 2	72.59%	241
Cultural improvement action 3	58.73%	195

Q14 For the improvement actions you have listed above, what would you do to achieve your desired outcome? (Please provide some solutions for your ideas)

Answered: 280 Skipped: 104

Answer Choices	Responses	
Cultural improvement solution 1	100.00%	280
Cultural improvement solution 2	71.07%	199
Cultural improvement solution 3	58.57%	164

Q15 List up to three things that you believe contribute positively to the workplace culture outside of your specific department (examples of areas you may want to consider are mentoring, professional development, learning and teaching support, social space, social events). If you do not wish to comment please enter n/a.

Answered: 325 Skipped: 59

Answer Choices	Responses	
University positive workplace culture 1	100.00%	325
University positive workplace culture 2	62.15%	202
University positive workplace culture 3	48.31%	157

Q16 List up to three actions which you believe would improve the culture within the University. If you have no actions please enter n/a.

Answered: 325 Skipped: 59

Answer Choices	Responses
University cultural improvement action 1	100.00% 325
University cultural improvement action 2	60.62% 197
University cultural improvement action 3	49.85% 162

Q17 For the improvement actions you have listed above, what would you do to achieve your desired outcome? (Please provide some of your thoughts which could provide solutions for your ideas)

Answered: 253 Skipped: 131

Answer Choices	Responses	
University cultural improvement solution 1	100.00%	253
University cultural improvement solution 2	60.87%	154
University cultural improvement solution 3	49.01%	124

Q18 Please list up to three things which you believe contribute positively in assisting staff with childcare provision.

Answered: 267 Skipped: 117

Answer Choices	Responses	
Childcare positive contribution 1	100.00%	267
Childcare positive contribution 2	55.06%	147
Childcare positive contribution 3	44.57%	119

Q19 List up to three actions which you believe would improve the childcare provision at Department and/or University level.

Answered: 246 Skipped: 138

Answer Choices	Responses	
Childcare improvement action 1	100.00%	246
Childcare improvement action 2	53.66%	132
Childcare improvement action 3	43.09%	106

Q20 For the childcare improvement actions you have listed above, what would you do to achieve your desired outcome? (Please provide up to three solutions for your ideas)

Answered: 207 Skipped: 177

Answer Choices	Responses	
Childcare improvement solution 1	100.00%	207
Childcare improvement solution 2	51.21%	106
Childcare improvement solution 3	45.89%	95

Q21 List up to three things that you believe contribute positively to assisting staff in your department/School with caring responsibilities (e.g. elderly partners/family members).

Answered: 231 Skipped: 153

Answer Choices	Responses	
Positive caring 1	100.00%	231
Positive caring 2	46.32%	107
Positive caring 3	36.80%	85

Q22 List up to three actions which you believe would improve the support for staff with caring responsibilities at Department and/or University level.

Answered: 202 Skipped: 182

Answer Choices	Responses	
Caring improvement action 1	100.00%	202
Caring improvement action 2	46.53%	94
Caring improvement action 3	41.09%	83

Q23 For the caring improvement actions you have listed above, what would you do to achieve your desired outcome? Please provide up to three solutions for your ideas.

Answered: 182 Skipped: 202

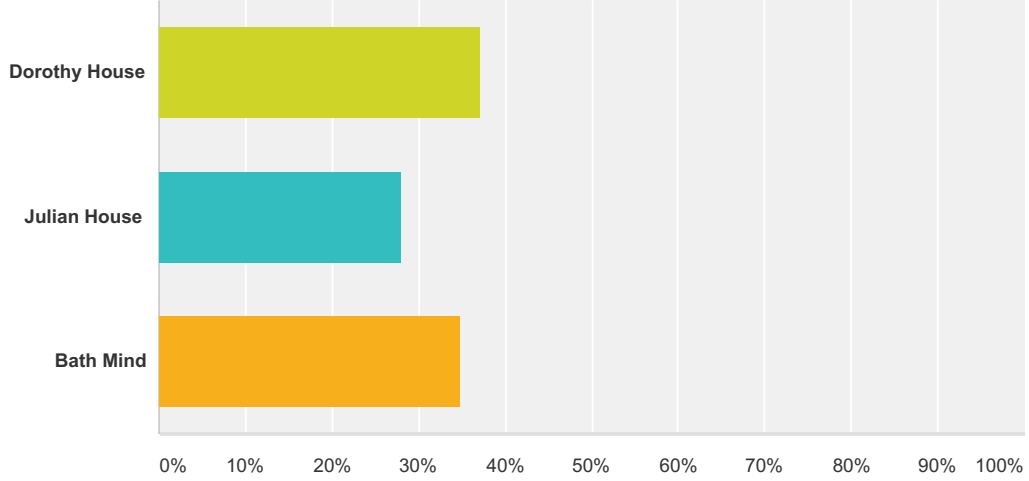
Answer Choices	Responses	
Caring improvement solution 1	100.00%	182
Caring improvement solution 2	49.45%	90
Caring improvement solution 3	42.86%	78

Q24 Final Question - If there is anything else that you would like to tell us about the climate and culture here at Bath please use this space

Answered: 147 Skipped: 237

Q25 Remember, for every survey submitted the University donates £1.00 to charity. Please choose between the following charities

Answered: 312 Skipped: 72



Answer Choices	Responses	
Dorothy House	37.18%	116
Julian House	27.88%	87
Bath Mind	34.94%	109
Total		312