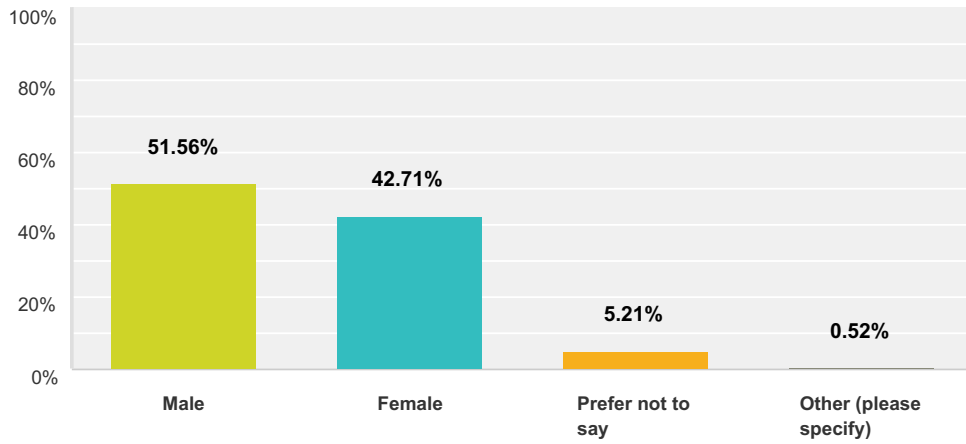


Q1 Are you Male/Female/Prefer Not to Say

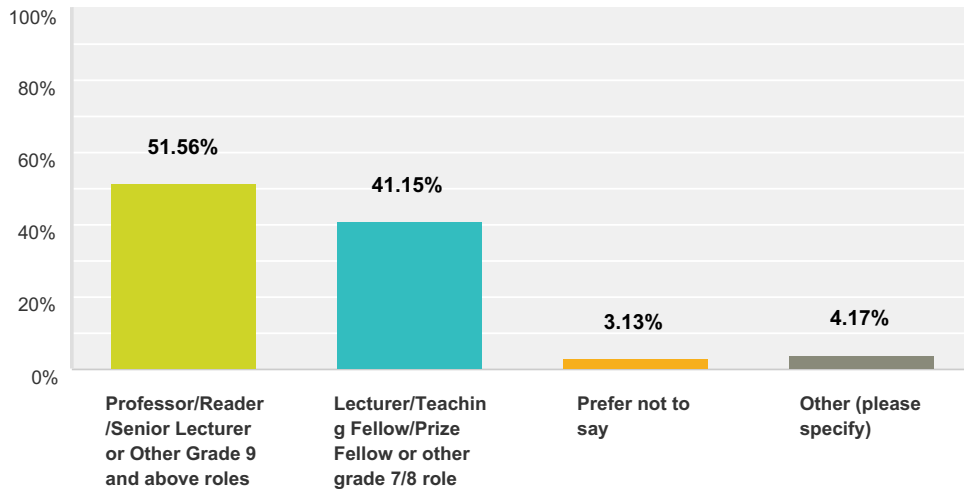
Answered: 384 Skipped: 0



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/grade?

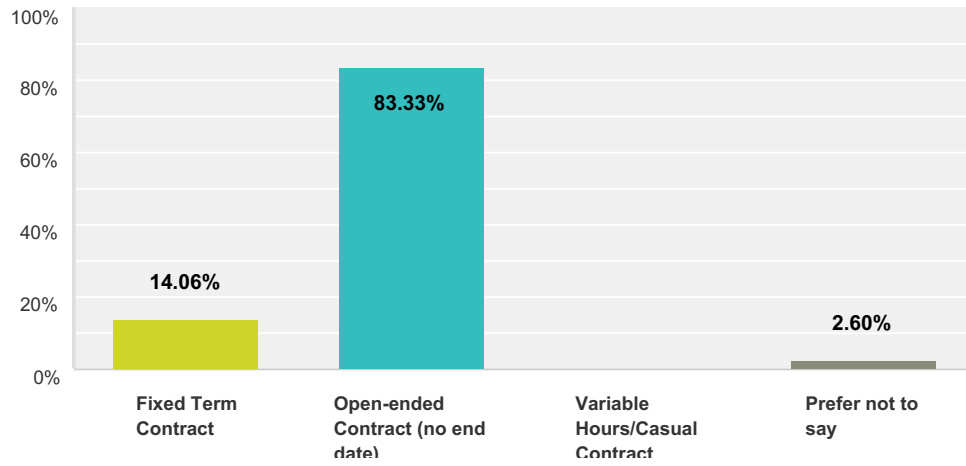
Answered: 384 Skipped: 0



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 What type of contract are you on?

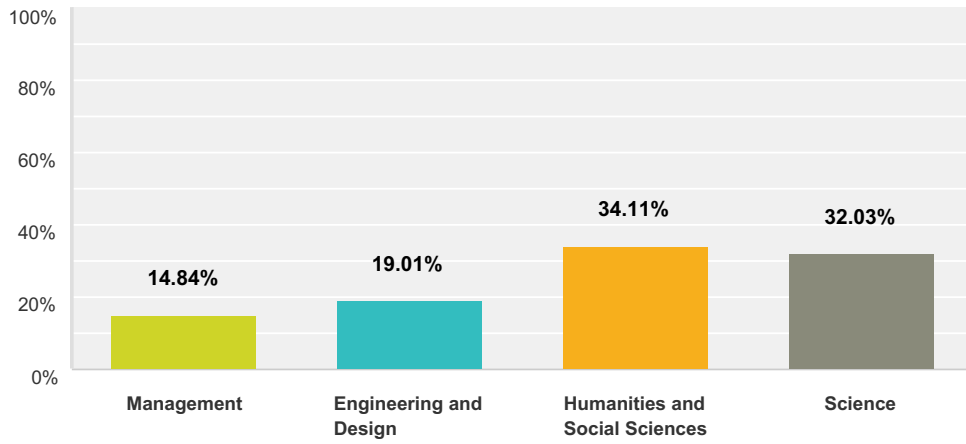
Answered: 384 Skipped: 0



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.

These questions were about your Department/School



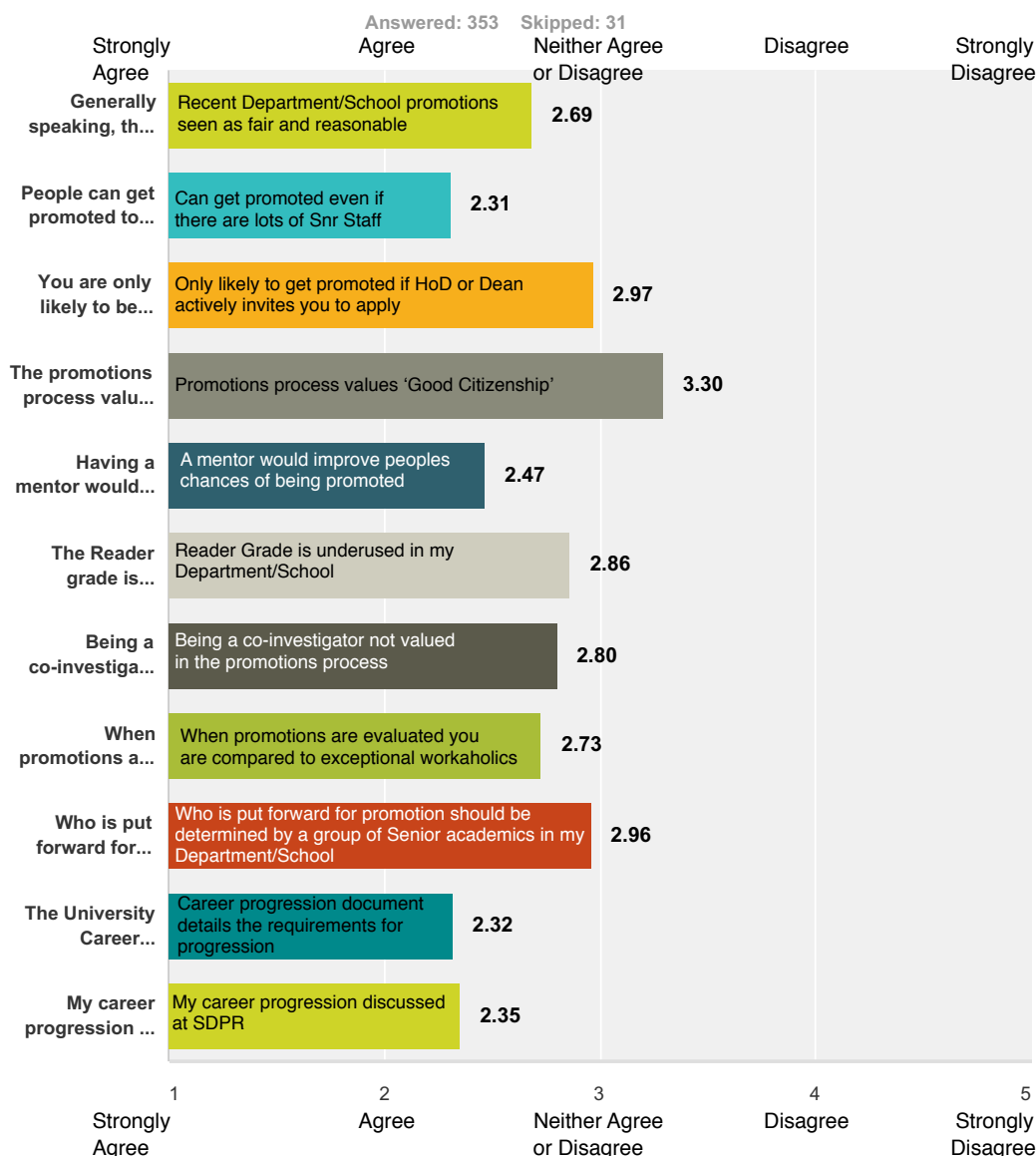
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
My department/School has a very positive working culture	20.73% 74	46.22% 165	18.21% 65	10.92% 39	3.92% 14	0.00% 0	357	2.31
It is easy to have one's opinion heard in my department/School	14.80% 53	48.04% 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.

Promotions process Department/School and University



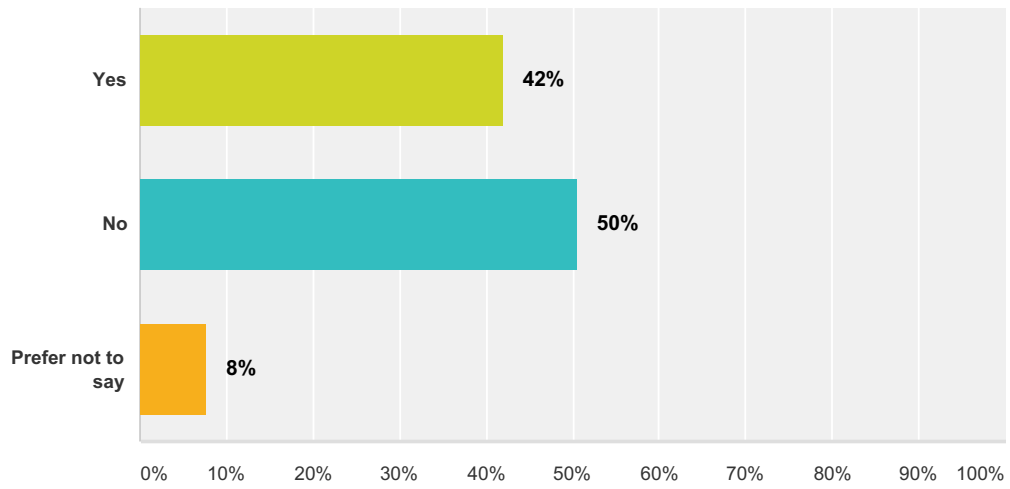
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Generally speaking, the recent promotions in my department/School have been seen as fair and appropriate	10.80% 38	39.20% 138	24.15% 85	13.35% 47	8.81% 31	3.69% 13	352	2.69
People can get promoted to 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?

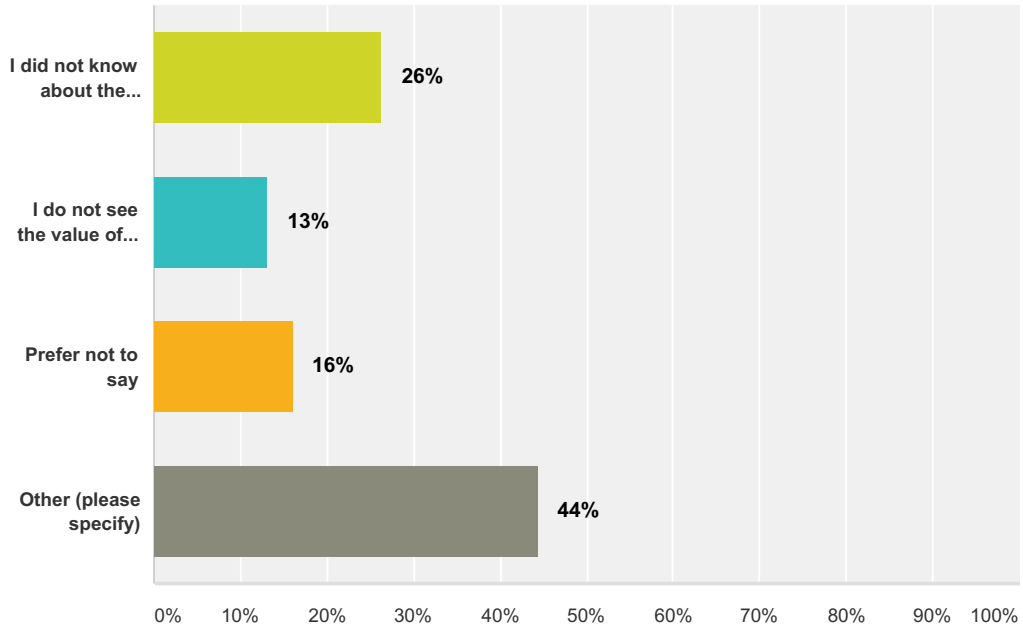
Answered: 351 Skipped: 33



Answer Choices	Responses	
Yes	42%	147
No	50%	177
Prefer not to say	8%	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

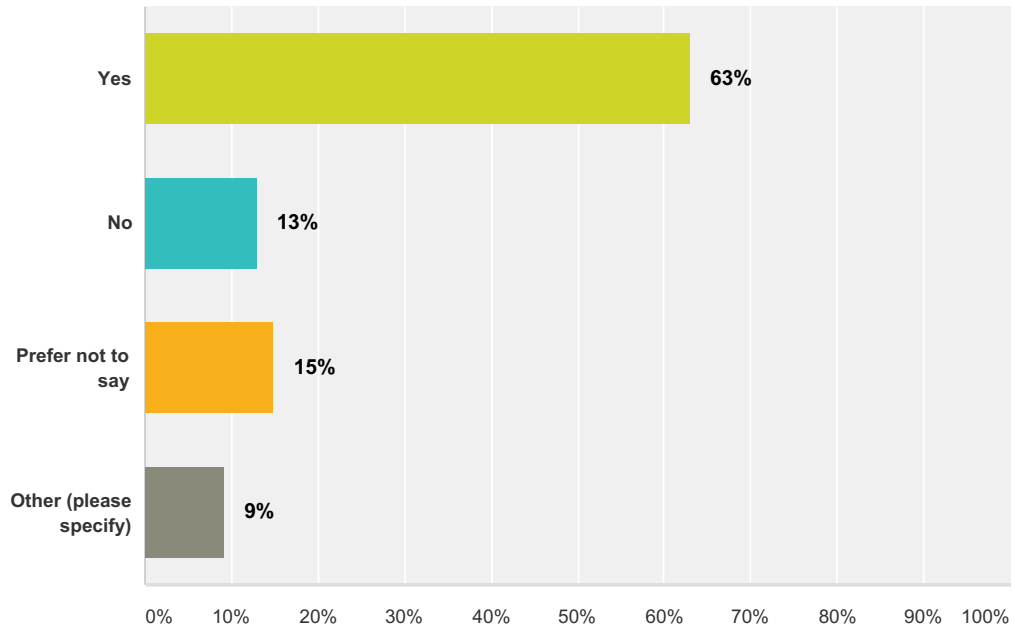
Answered: 205 Skipped: 179



Answer Choices	Responses	
I did not know about the scheme	26%	54
I do not see the value of having a mentor	13%	27
Prefer not to say	16%	33
Other (please specify)	44%	91
Total		205

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

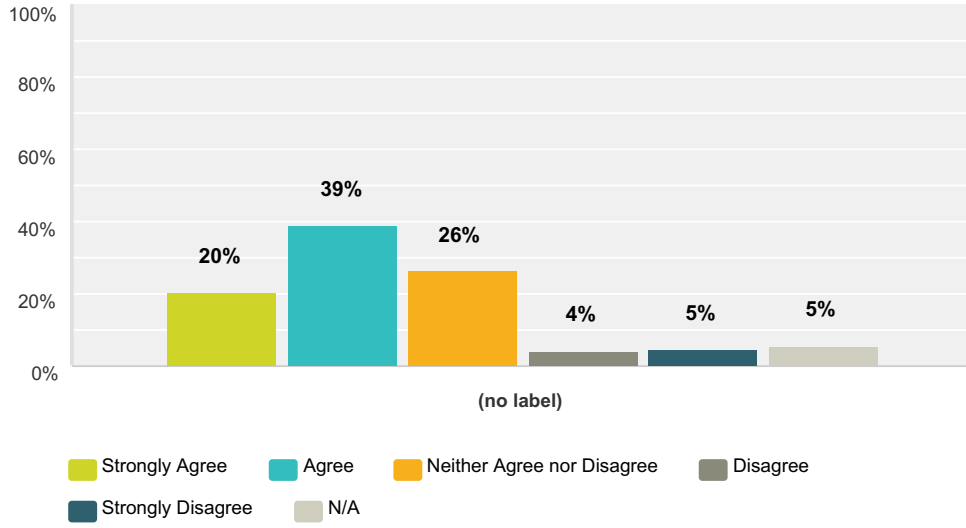
Answered: 54 Skipped: 330



Answer Choices	Responses	
Yes	63%	34
No	13%	7
Prefer not to say	15%	8
Other (please specify)	9%	5
Total		54

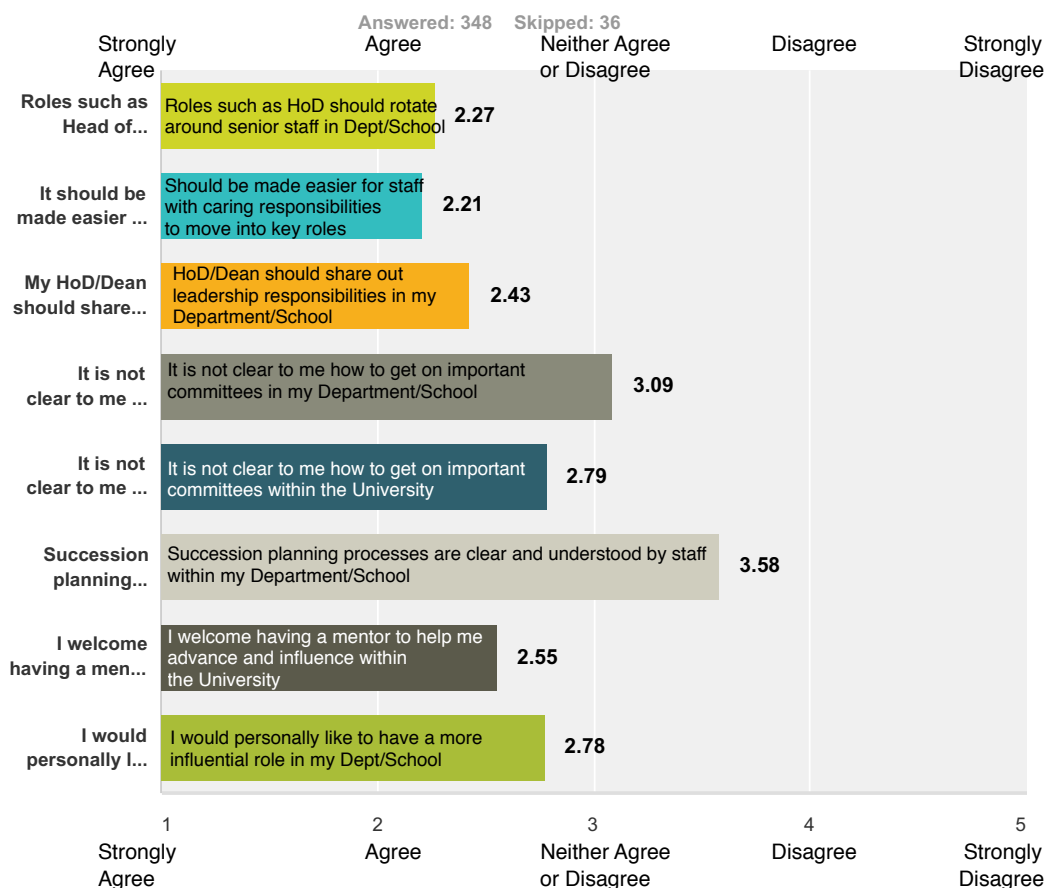
Q10 The mentoring scheme has been of help to me

Answered: 148 Skipped: 236



	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
(no label)	20%	39%	26%	4%	5%	5%	148	2.30
	30	58	39	6	7	8		

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



	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