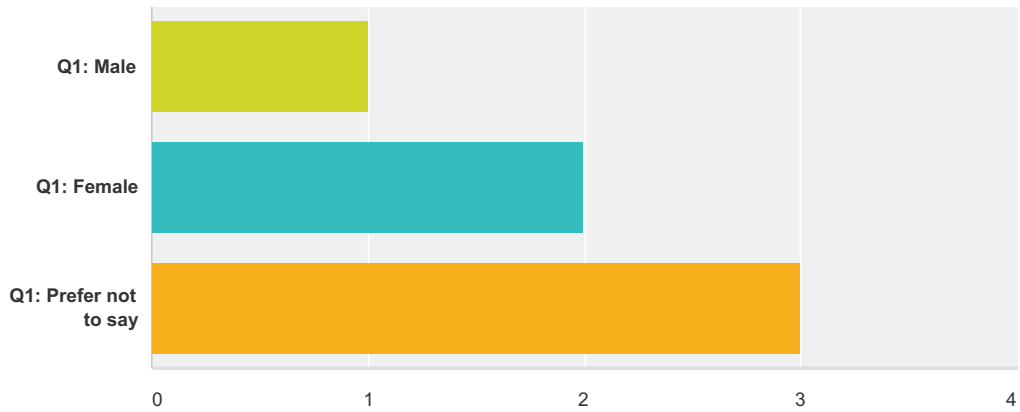


### Q1 Do you identify as?

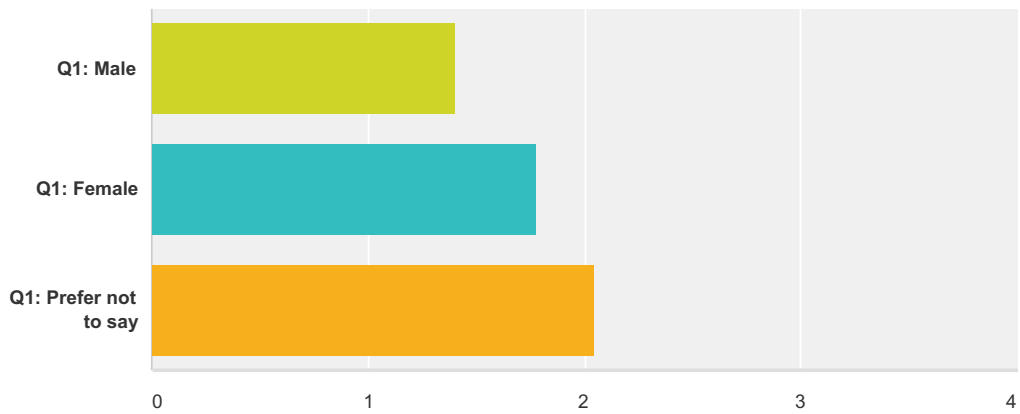
Answered: 382 Skipped: 0



	Male	Female	Prefer not to say	Other (please specify)	Total
Q1: Male	100.00% 198	0.00% 0	0.00% 0	0.00% 0	51.83% 198
Q1: Female	0.00% 0	100.00% 164	0.00% 0	0.00% 0	42.93% 164
Q1: Prefer not to say	0.00% 0	0.00% 0	100.00% 20	0.00% 0	5.24% 20
<b>Total Respondents</b>	198	164	20	0	382

## Q2 What is your current role?

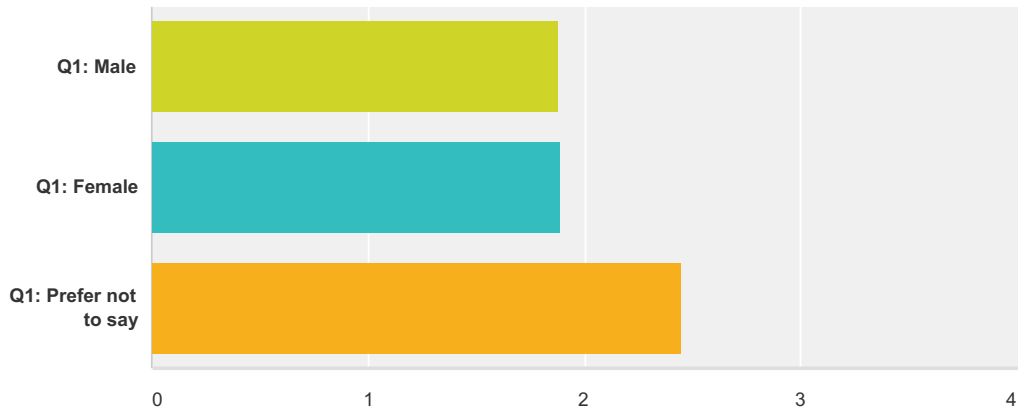
Answered: 382 Skipped: 0



	Professor/Reader/Senior Lecturer or Other Grade 9 and above roles	Lecturer/Teaching Fellow/Prize Fellow or other grade 7/8 role	Prefer not to say	Other (please specify)	Total
Q1: Male	61.62% 122	36.87% 73	1.01% 2	0.51% 1	51.83% 198
Q1: Female	42.07% 69	46.95% 77	1.83% 3	9.15% 15	42.93% 164
Q1: Prefer not to say	30.00% 6	35.00% 7	35.00% 7	0.00% 0	5.24% 20
<b>Total Respondents</b>	197	157	12	16	382

### Q3 Are you on a

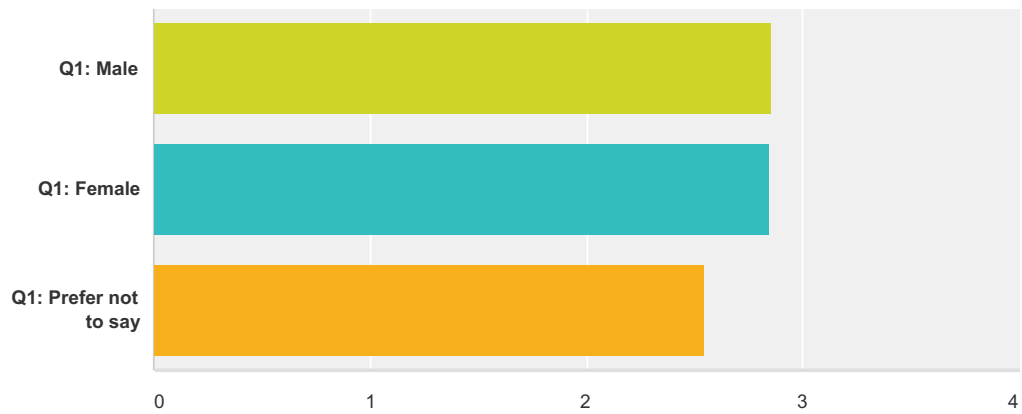
Answered: 382 Skipped: 0



	Fixed Term Contract	Open-ended Contract (no end date)	Variable Hours/Casual Contract	Prefer not to say	Total
Q1: Male	12.12% 24	87.88% 174	0.00% 0	0.00% 0	51.83% 198
Q1: Female	17.07% 28	79.88% 131	0.00% 0	3.05% 5	42.93% 164
Q1: Prefer not to say	5.00% 1	70.00% 14	0.00% 0	25.00% 5	5.24% 20
<b>Total Respondents</b>	53	319	0	10	382

### Q4 Which Faculty/School are you in?

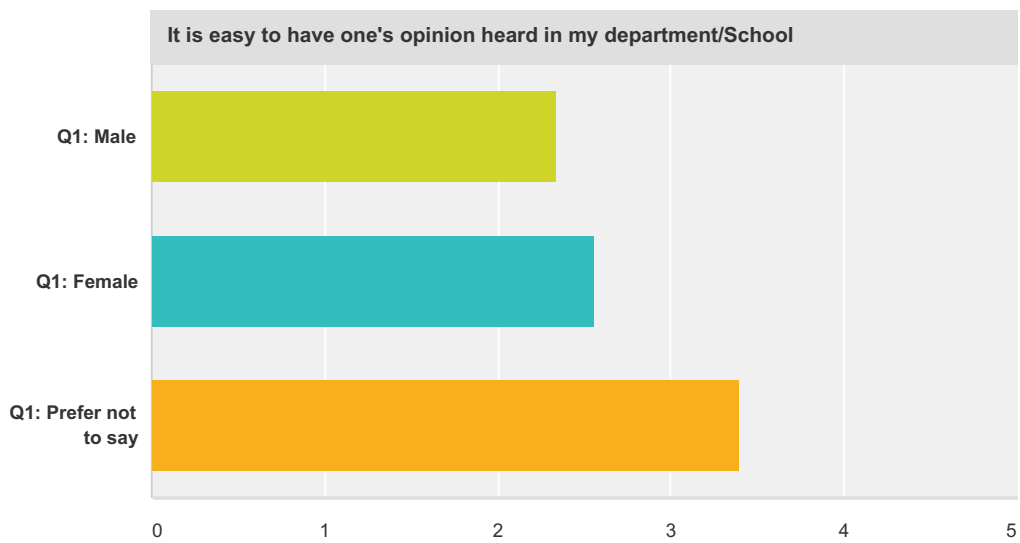
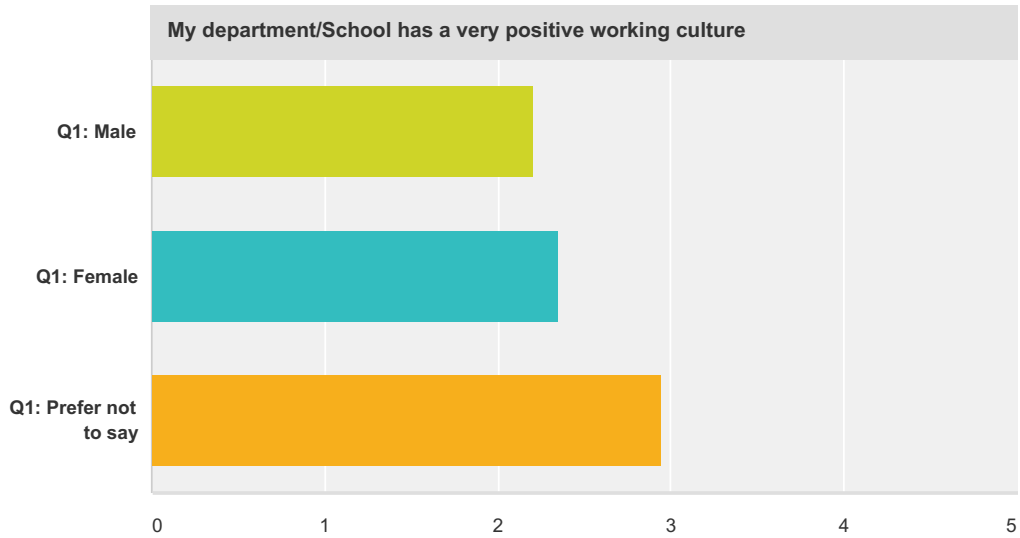
Answered: 382 Skipped: 0



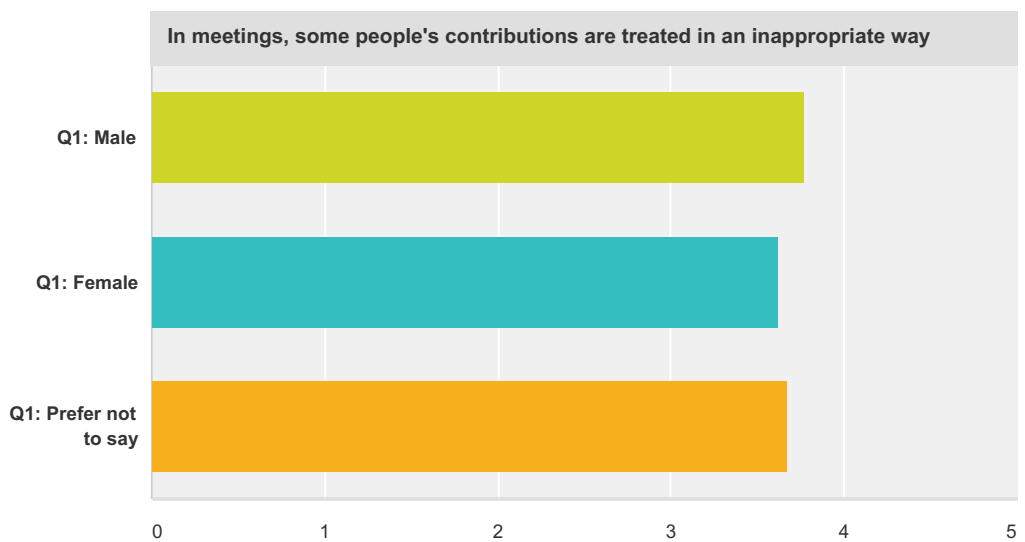
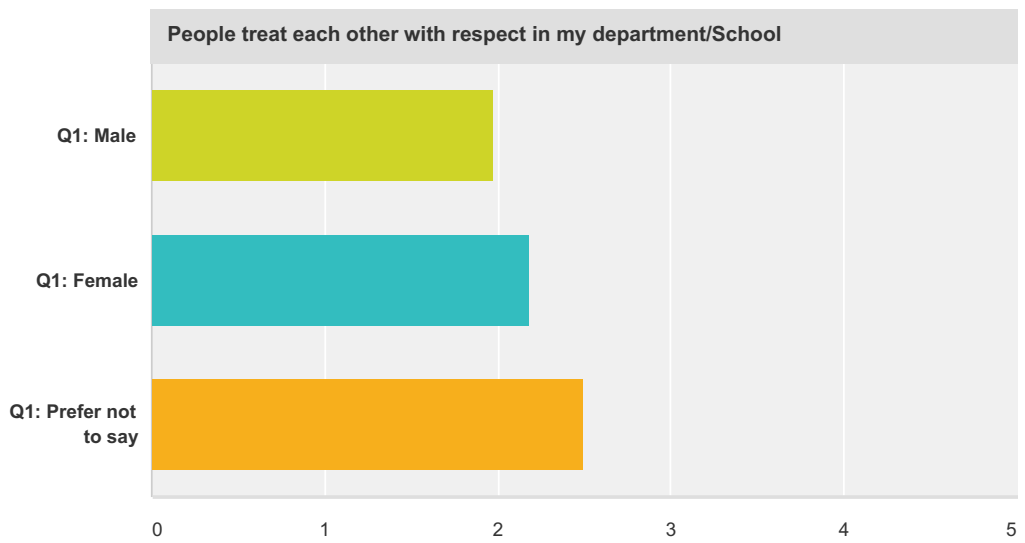
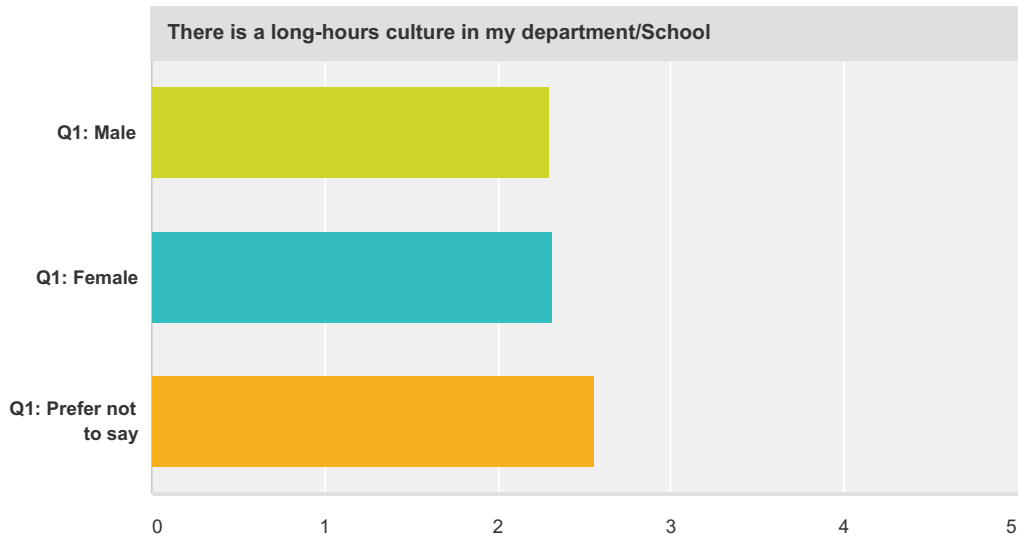
	Management	Engineering and Design	Humanities and Social Sciences	Science	Total
Q1: Male	12.63% 25	24.24% 48	28.28% 56	34.85% 69	51.83% 198
Q1: Female	15.24% 25	12.20% 20	45.12% 74	27.44% 45	42.93% 164
Q1: Prefer not to say	30.00% 6	25.00% 5	5.00% 1	40.00% 8	5.24% 20
<b>Total Respondents</b>	56	73	131	122	382

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

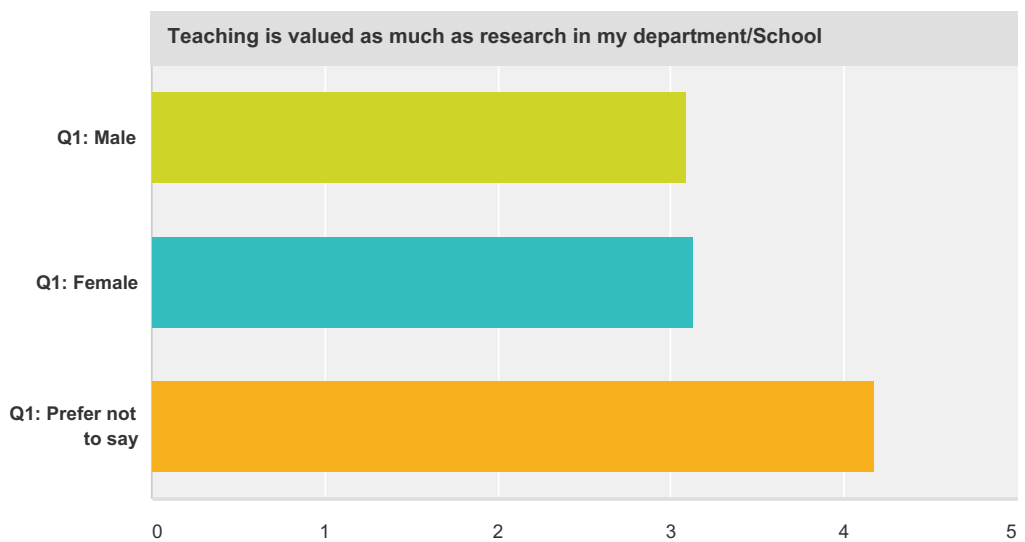
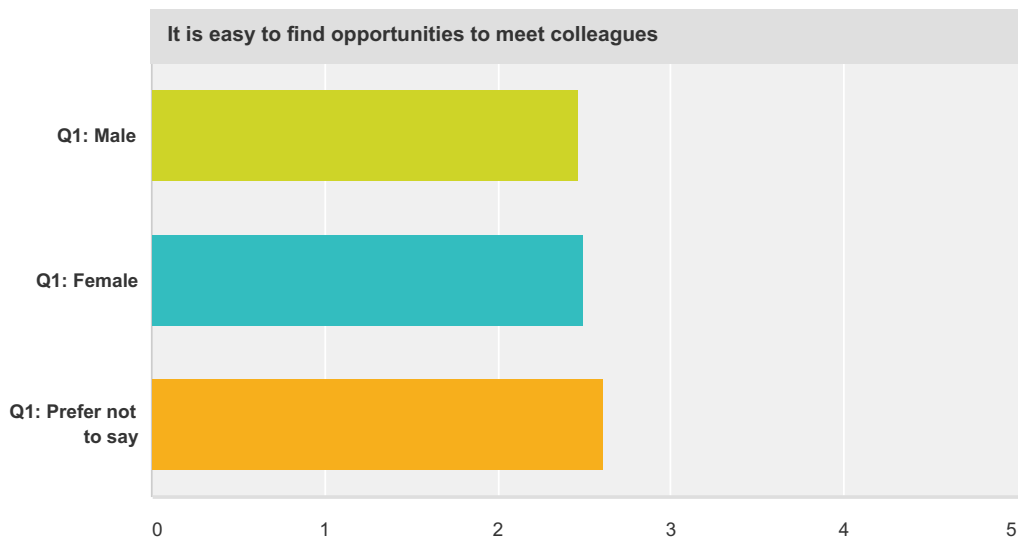
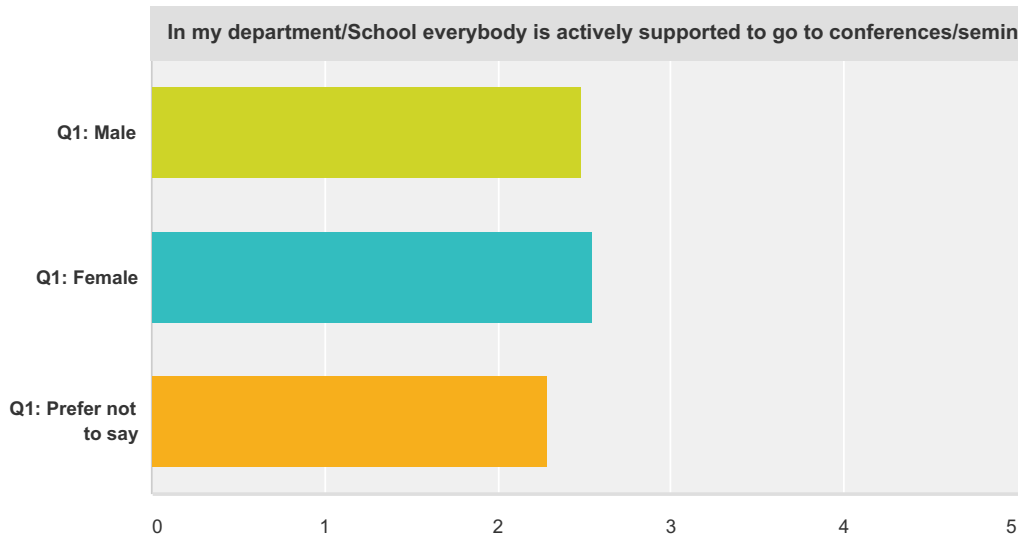
Answered: 357 Skipped: 25



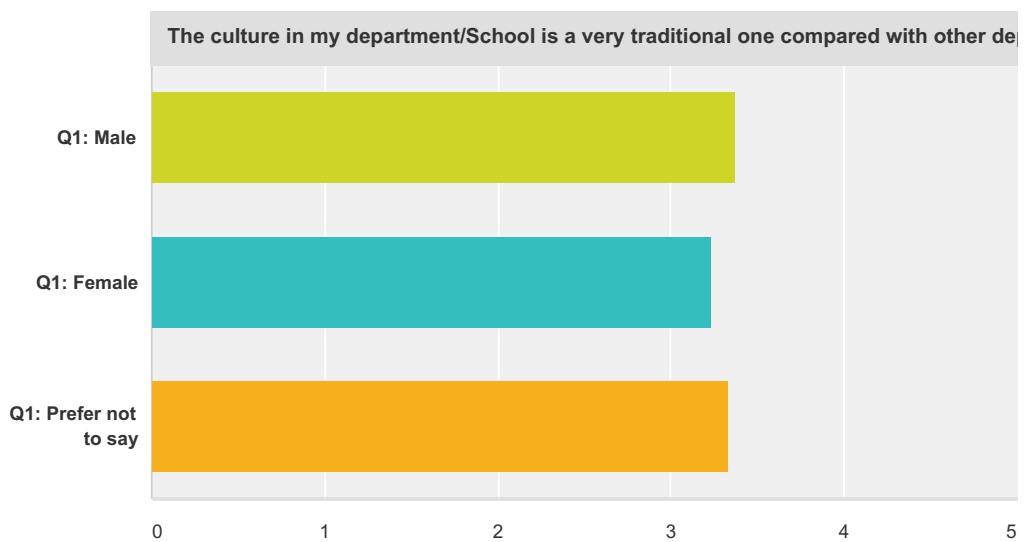
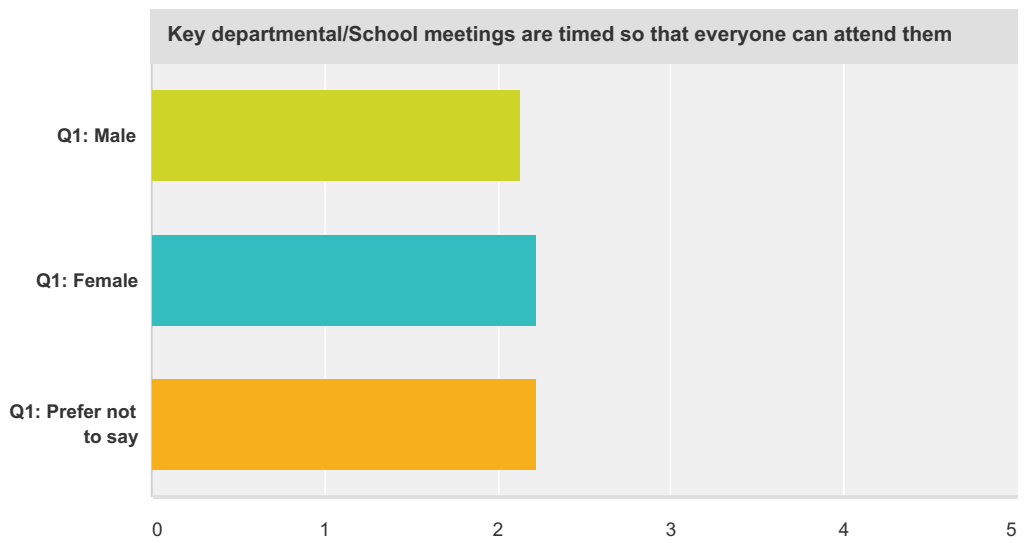
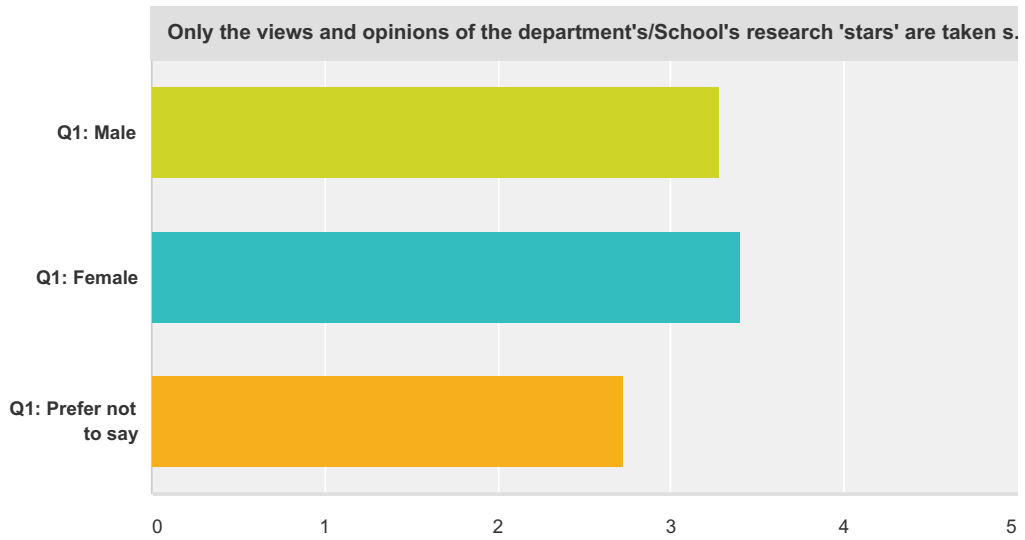
# University Athena SWAN Survey



# University Athena SWAN Survey

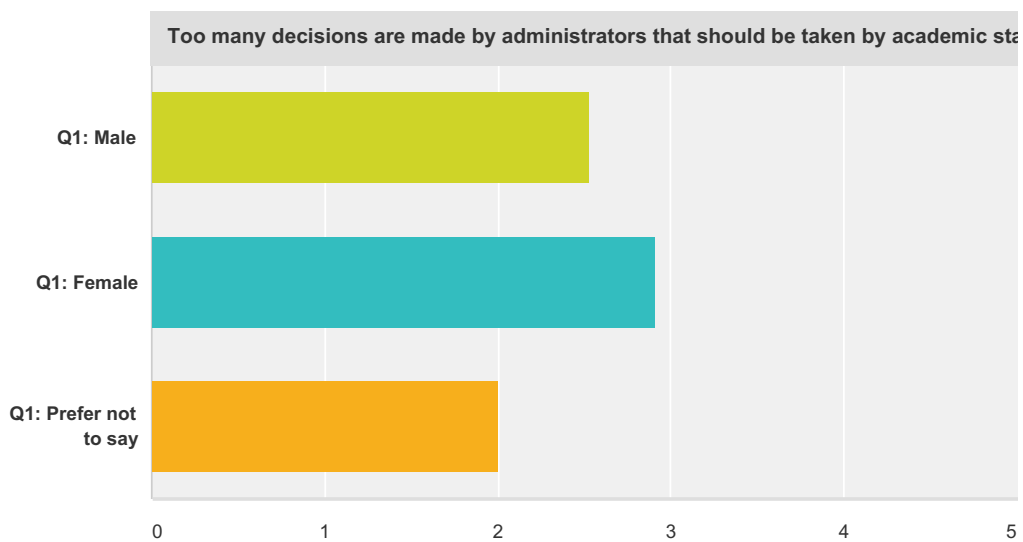
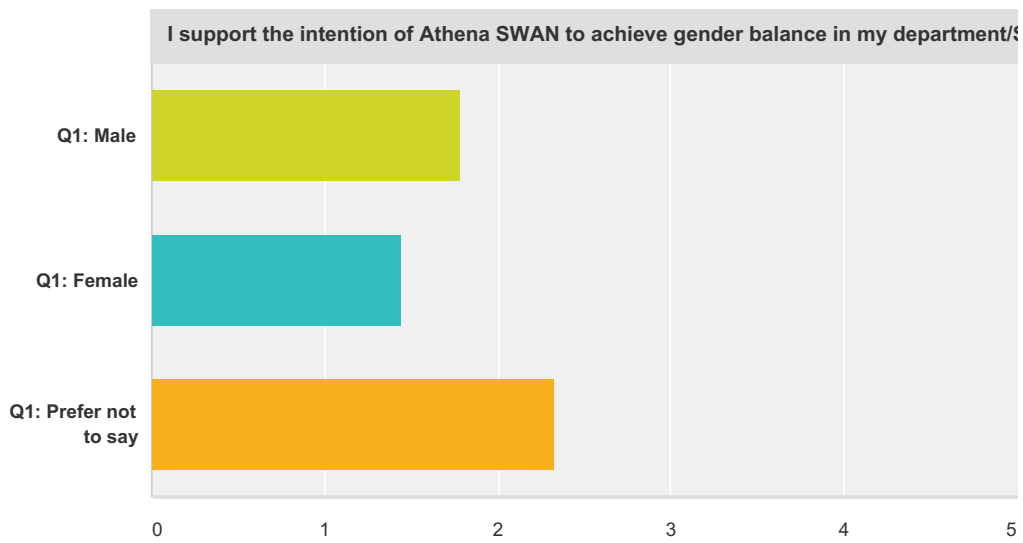
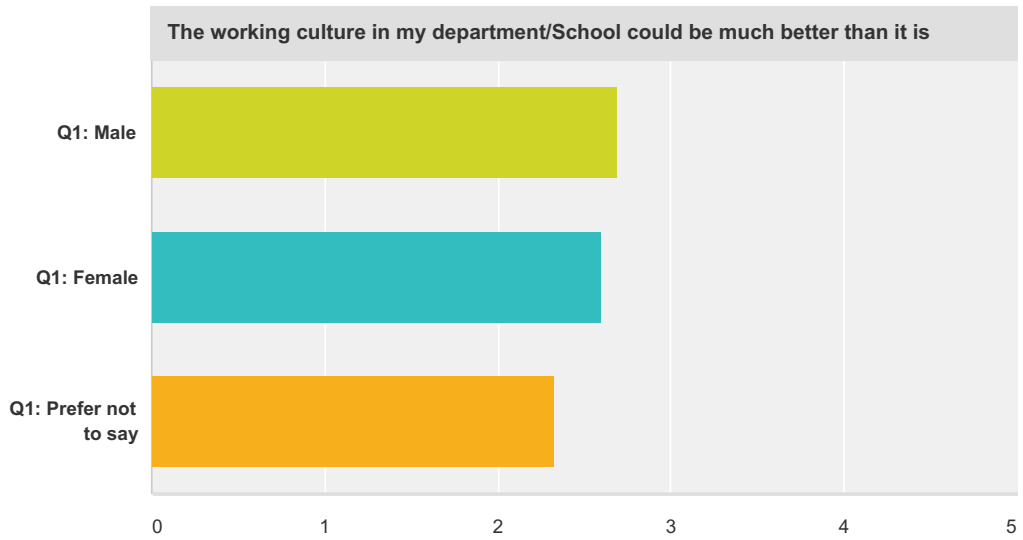


# University Athena SWAN Survey





## University Athena SWAN Survey



My department/School has a very positive working culture								
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q1: Male	20.65% 38	51.09% 94	16.85% 31	10.33% 19	1.09% 2	0.00% 0	51.54% 184	2.20

## University Athena SWAN Survey

Q1: Female	20.92% 32	43.14% 66	20.26% 31	11.11% 17	4.58% 7	0.00% 0	42.86% 153	2.35
Q1: Prefer not to say	22.22% 4	27.78% 5	11.11% 2	11.11% 2	27.78% 5	0.00% 0	5.04% 18	2.94
<b>It is easy to have one's opinion heard in my department/School</b>								
	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither Agree nor Disagree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>N/A</b>	<b>Total</b>	<b>Weighted Average</b>
Q1: Male	17.30% 32	51.89% 96	14.05% 26	12.97% 24	3.78% 7	0.00% 0	51.82% 185	2.34
Q1: Female	11.76% 18	47.71% 73	19.61% 30	14.38% 22	6.54% 10	0.00% 0	42.86% 153	2.56
Q1: Prefer not to say	16.67% 3	11.11% 2	22.22% 4	16.67% 3	33.33% 6	0.00% 0	5.04% 18	3.39
<b>There is a long-hours culture in my department/School</b>								
	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither Agree nor Disagree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>N/A</b>	<b>Total</b>	<b>Weighted Average</b>
Q1: Male	23.24% 43	38.92% 72	23.24% 43	14.05% 26	0.54% 1	0.00% 0	51.82% 185	2.30
Q1: Female	26.62% 41	35.06% 54	20.78% 32	14.94% 23	2.60% 4	0.00% 0	43.14% 154	2.32
Q1: Prefer not to say	27.78% 5	22.22% 4	22.22% 4	22.22% 4	5.56% 1	0.00% 0	5.04% 18	2.56
<b>People treat each other with respect in my department/School</b>								
	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither Agree nor Disagree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>N/A</b>	<b>Total</b>	<b>Weighted Average</b>
Q1: Male	28.26% 52	53.80% 99	12.50% 23	3.26% 6	2.17% 4	0.00% 0	51.54% 184	1.97
Q1: Female	21.43% 33	50.65% 78	17.53% 27	9.74% 15	0.65% 1	0.00% 0	43.14% 154	2.18
Q1: Prefer not to say	16.67% 3	38.89% 7	33.33% 6	0.00% 0	11.11% 2	0.00% 0	5.04% 18	2.50
<b>In meetings, some people's contributions are treated in an inappropriate way</b>								
	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither Agree nor Disagree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>N/A</b>	<b>Total</b>	<b>Weighted Average</b>
Q1: Male	3.80% 7	11.41% 21	16.30% 30	41.30% 76	27.17% 50	0.00% 0	51.54% 184	3.77
Q1: Female	4.55% 7	15.58% 24	16.23% 25	38.31% 59	23.38% 36	1.95% 3	43.14% 154	3.62
Q1: Prefer not to say	5.56% 1	5.56% 1	38.89% 7	16.67% 3	33.33% 6	0.00% 0	5.04% 18	3.67
<b>In my department/School everybody is actively supported to go to conferences/seminars</b>								
	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither Agree nor Disagree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>N/A</b>	<b>Total</b>	<b>Weighted Average</b>
Q1: Male	17.93% 33	43.48% 80	16.30% 30	16.85% 31	5.43% 10	0.00% 0	51.54% 184	2.48
Q1: Female	20.13% 31	33.12% 51	20.78% 32	18.83% 29	5.19% 8	1.95% 3	43.14% 154	2.55
Q1: Prefer not to say	33.33% 6	27.78% 5	16.67% 3	5.56% 1	11.11% 2	5.56% 1	5.04% 18	2.29
<b>It is easy to find opportunities to meet colleagues</b>								
	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither Agree nor Disagree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>N/A</b>	<b>Total</b>	<b>Weighted Average</b>
Q1: Male	19.02% 35	40.76% 75	20.11% 37	15.22% 28	4.89% 9	0.00% 0	51.54% 184	2.46

## University Athena SWAN Survey

Q1: Female	16.88% 26	46.10% 71	11.69% 18	18.83% 29	5.84% 9	0.65% 1	43.14% 154	2.50
Q1: Prefer not to say	16.67% 3	33.33% 6	22.22% 4	27.78% 5	0.00% 0	0.00% 0	5.04% 18	2.61
<b>Teaching is valued as much as research in my department/School</b>								
	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither Agree nor Disagree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>N/A</b>	<b>Total</b>	<b>Weighted Average</b>
Q1: Male	9.78% 18	29.35% 54	18.48% 34	26.09% 48	15.76% 29	0.54% 1	51.54% 184	3.09
Q1: Female	11.69% 18	24.03% 37	20.78% 32	22.73% 35	18.83% 29	1.95% 3	43.14% 154	3.13
Q1: Prefer not to say	11.11% 2	0.00% 0	11.11% 2	11.11% 2	61.11% 11	5.56% 1	5.04% 18	4.18
<b>Only the views and opinions of the department's/School's research 'stars' are taken seriously</b>								
	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither Agree nor Disagree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>N/A</b>	<b>Total</b>	<b>Weighted Average</b>
Q1: Male	9.78% 18	20.65% 38	16.85% 31	34.78% 64	16.30% 30	1.63% 3	51.54% 184	3.28
Q1: Female	5.88% 9	15.69% 24	26.14% 40	32.68% 50	16.99% 26	2.61% 4	42.86% 153	3.40
Q1: Prefer not to say	33.33% 6	16.67% 3	11.11% 2	22.22% 4	16.67% 3	0.00% 0	5.04% 18	2.72
<b>Key departmental/School meetings are timed so that everyone can attend them</b>								
	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither Agree nor Disagree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>N/A</b>	<b>Total</b>	<b>Weighted Average</b>
Q1: Male	25.54% 47	50.00% 92	12.50% 23	8.15% 15	3.26% 6	0.54% 1	51.54% 184	2.13
Q1: Female	18.83% 29	50.65% 78	21.43% 33	6.49% 10	1.95% 3	0.65% 1	43.14% 154	2.22
Q1: Prefer not to say	16.67% 3	55.56% 10	16.67% 3	11.11% 2	0.00% 0	0.00% 0	5.04% 18	2.22
<b>The culture in my department/School is a very traditional one compared with other departments in my discipline around the country</b>								
	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither Agree nor Disagree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>N/A</b>	<b>Total</b>	<b>Weighted Average</b>
Q1: Male	3.28% 6	14.21% 26	33.33% 61	28.42% 52	13.11% 24	7.65% 14	51.26% 183	3.37
Q1: Female	9.15% 14	9.15% 14	35.29% 54	26.14% 40	11.76% 18	8.50% 13	42.86% 153	3.24
Q1: Prefer not to say	0.00% 0	16.67% 3	50.00% 9	16.67% 3	16.67% 3	0.00% 0	5.04% 18	3.33
<b>The working culture in my department/School could be much better than it is</b>								
	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither Agree nor Disagree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>N/A</b>	<b>Total</b>	<b>Weighted Average</b>
Q1: Male	16.85% 31	32.61% 60	21.74% 40	22.28% 41	6.52% 12	0.00% 0	51.54% 184	2.69
Q1: Female	22.73% 35	29.22% 45	20.13% 31	21.43% 33	6.49% 10	0.00% 0	43.14% 154	2.60
Q1: Prefer not to say	33.33% 6	27.78% 5	16.67% 3	16.67% 3	5.56% 1	0.00% 0	5.04% 18	2.33
<b>I support the intention of Athena SWAN to achieve gender balance in my department/School</b>								
	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither Agree nor Disagree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>N/A</b>	<b>Total</b>	<b>Weighted Average</b>
Q1: Male	48.37% 89	33.15% 61	11.96% 22	3.80% 7	2.17% 4	0.54% 1	51.54% 184	1.78

## University Athena SWAN Survey

Q1: Female	<b>66.88%</b> 103	<b>25.32%</b> 39	<b>4.55%</b> 7	<b>0.65%</b> 1	<b>1.95%</b> 3	<b>0.65%</b> 1	<b>43.14%</b> 154	1.44
Q1: Prefer not to say	<b>44.44%</b> 8	<b>11.11%</b> 2	<b>16.67%</b> 3	<b>22.22%</b> 4	<b>5.56%</b> 1	<b>0.00%</b> 0	<b>5.04%</b> 18	2.33

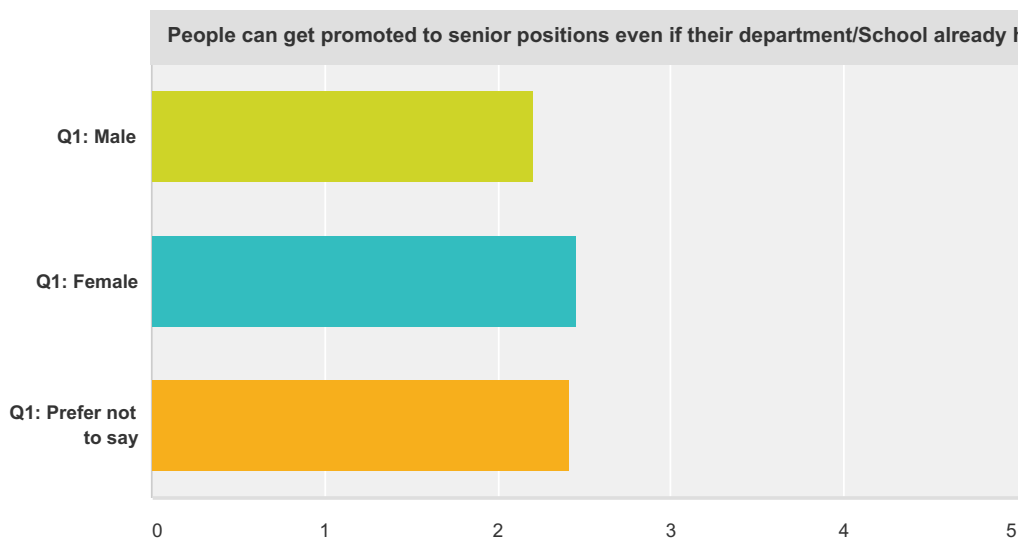
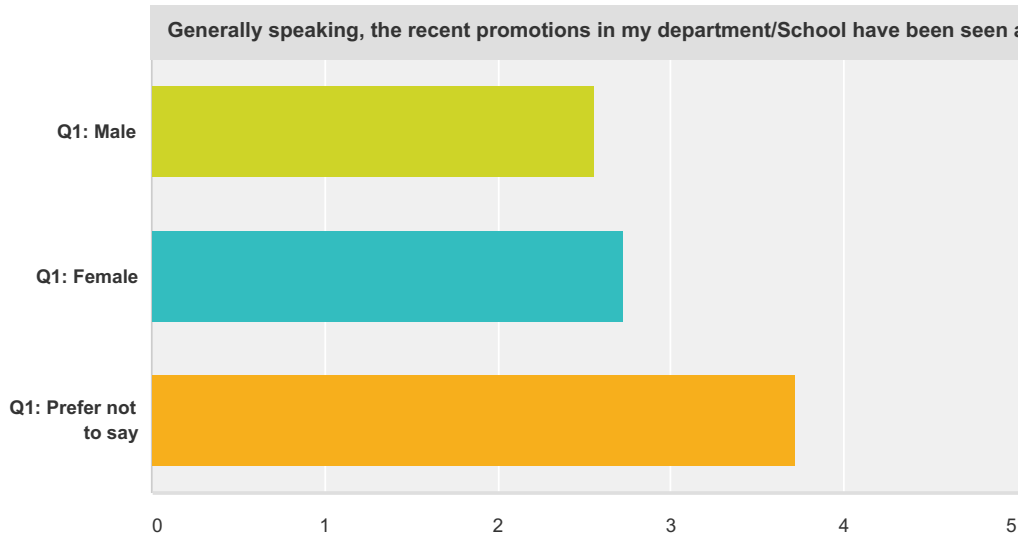
**Too many decisions are made by administrators that should be taken by academic staff**

	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither Agree nor Disagree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>N/A</b>	<b>Total</b>	<b>Weighted Average</b>
Q1: Male	<b>25.54%</b> 47	<b>26.09%</b> 48	<b>24.46%</b> 45	<b>16.30%</b> 30	<b>7.07%</b> 13	<b>0.54%</b> 1	<b>51.54%</b> 184	2.53
Q1: Female	<b>15.79%</b> 24	<b>21.05%</b> 32	<b>30.26%</b> 46	<b>17.76%</b> 27	<b>13.16%</b> 20	<b>1.97%</b> 3	<b>42.58%</b> 152	2.91
Q1: Prefer not to say	<b>44.44%</b> 8	<b>11.11%</b> 2	<b>33.33%</b> 6	<b>5.56%</b> 1	<b>0.00%</b> 0	<b>5.56%</b> 1	<b>5.04%</b> 18	2.00

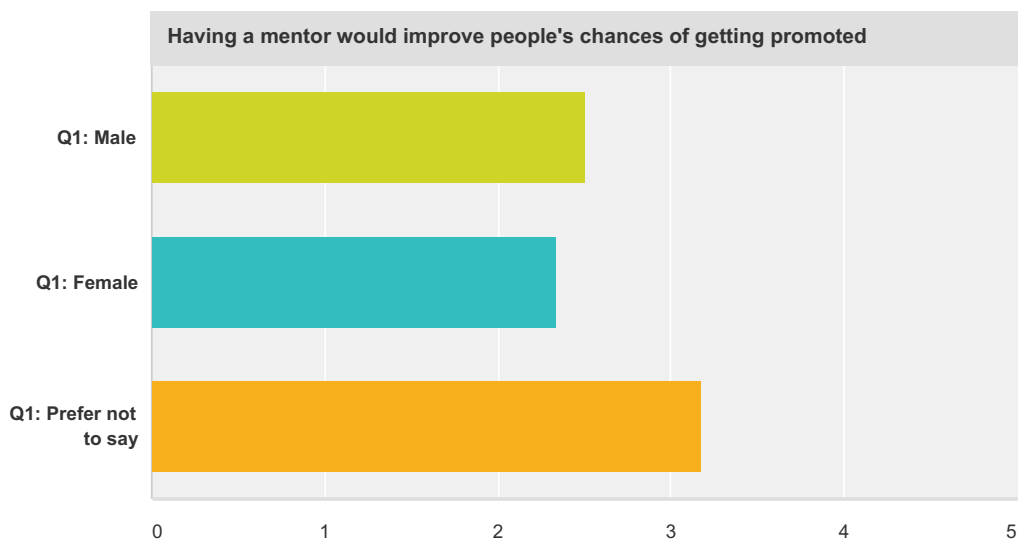
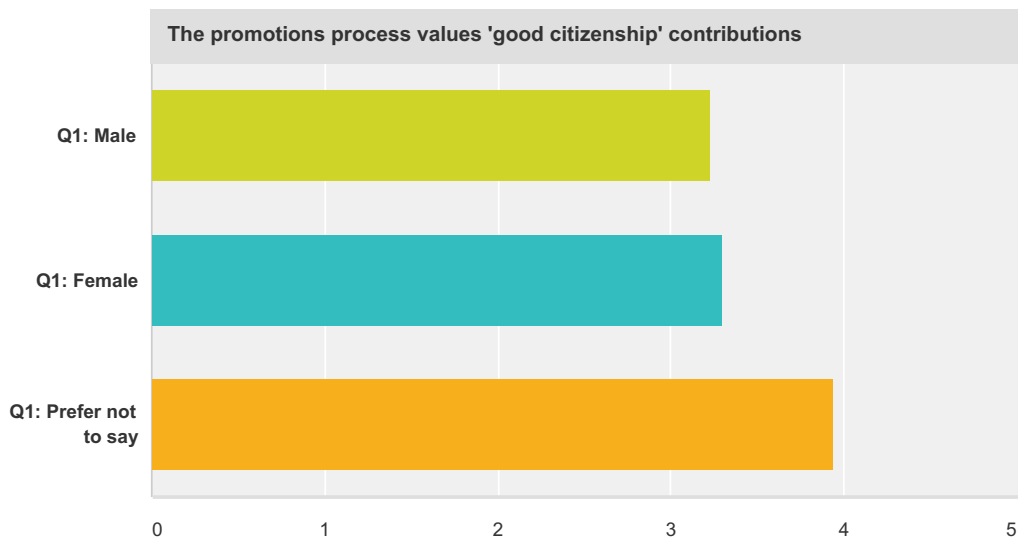
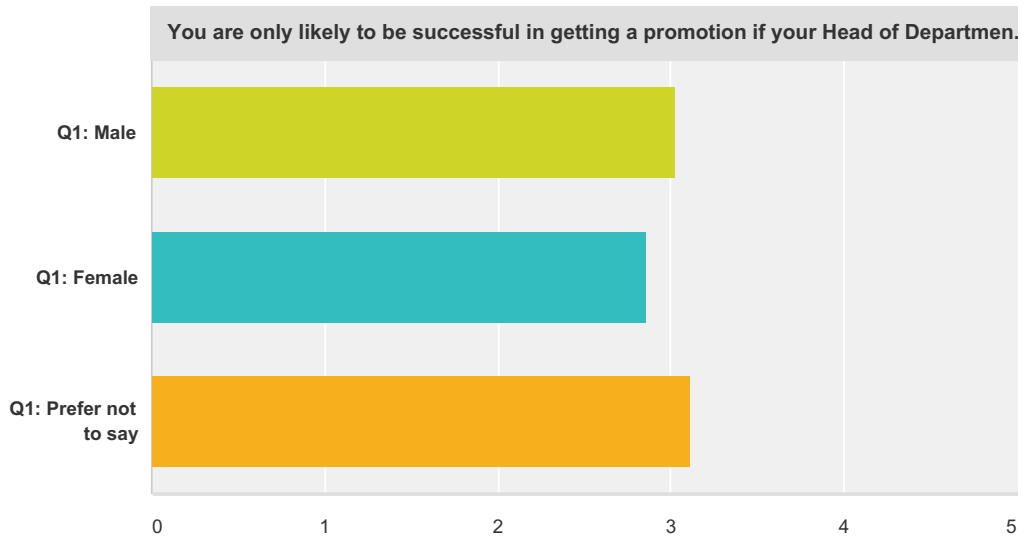
	<b>Q1: Male</b>	<b>Q1: Female</b>	<b>Q1: Prefer not to say</b>	<b>Total</b>
<b>Are there any comments or caveats you would like to make relating to your responses above?</b>	<b>31</b>	<b>33</b>	<b>7</b>	<b>71</b>

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

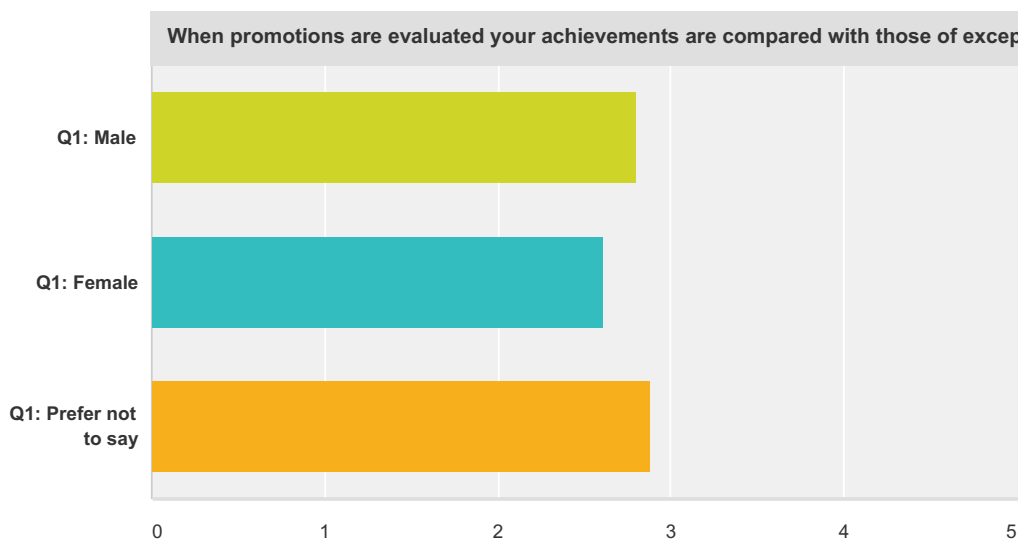
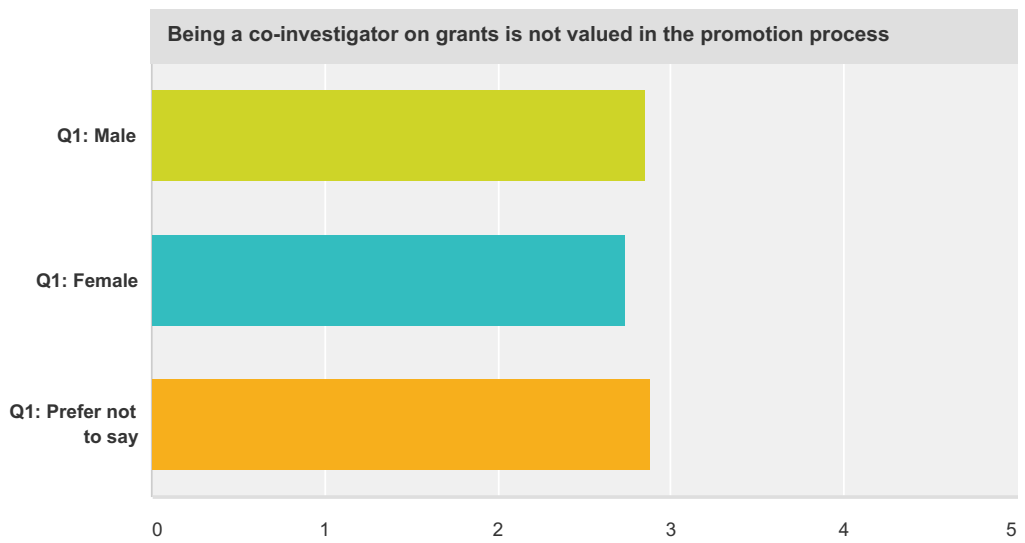
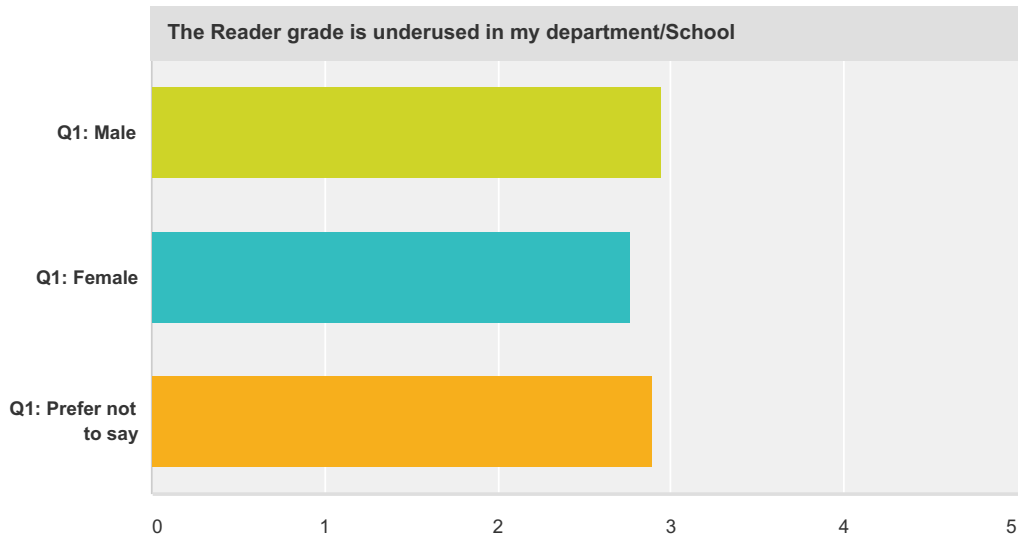
Answered: 351 Skipped: 31



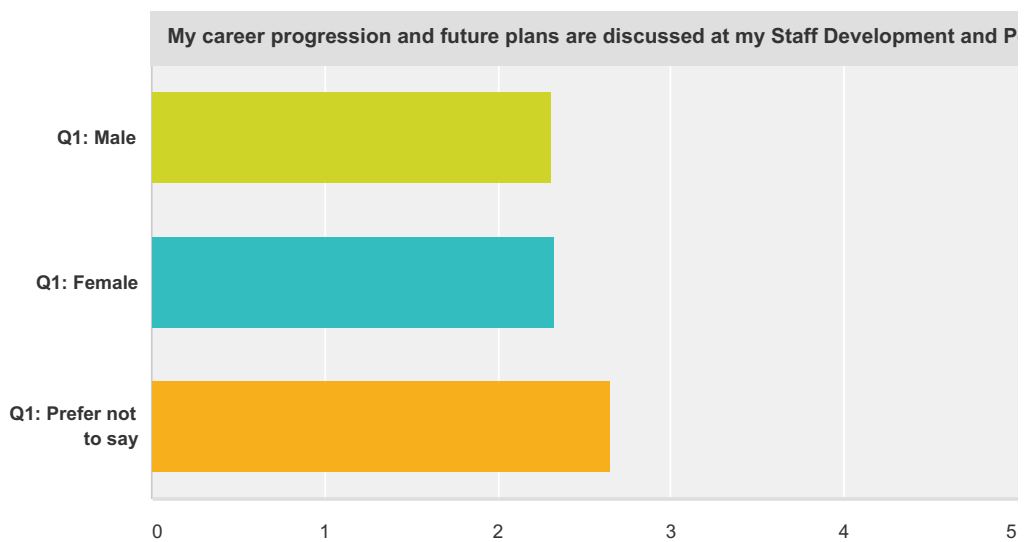
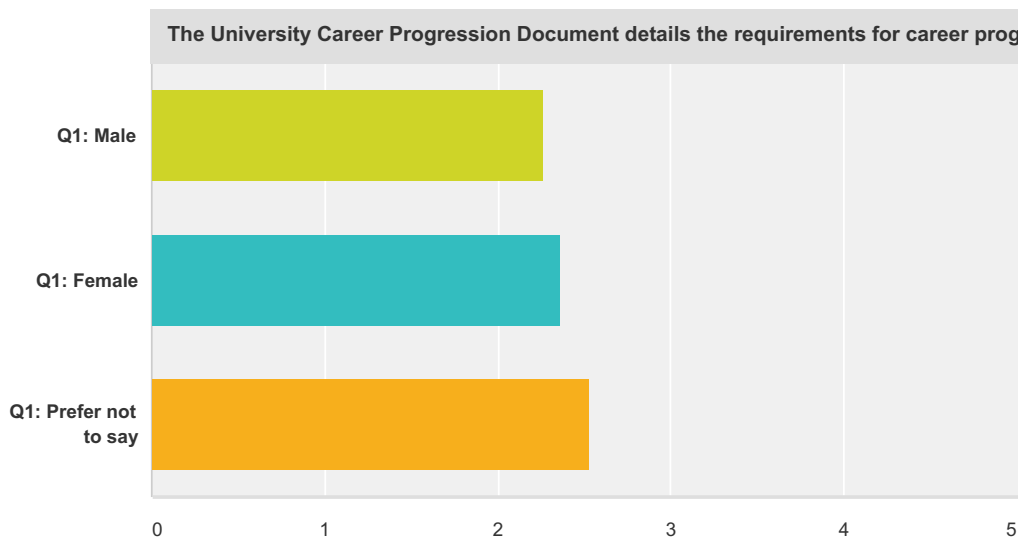
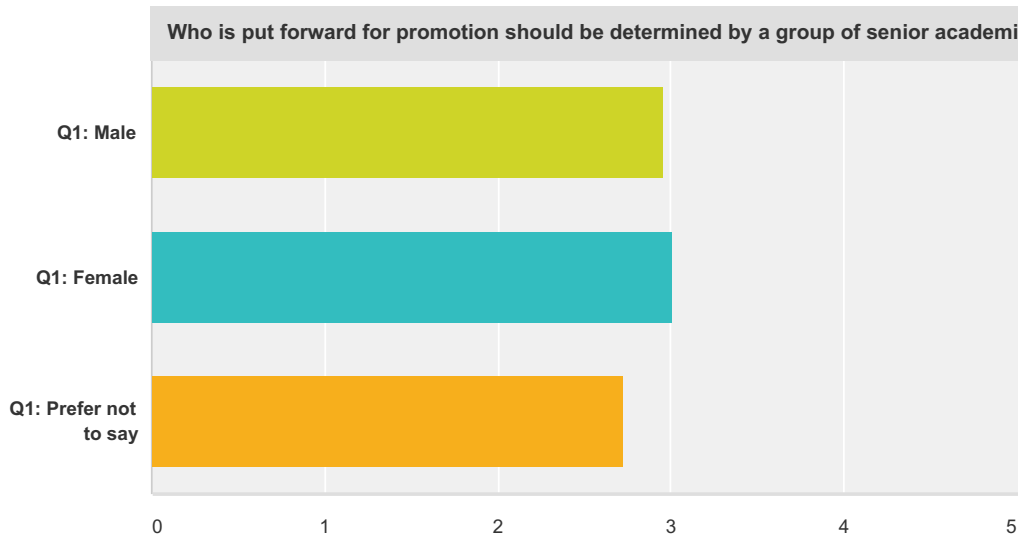
# University Athena SWAN Survey



# University Athena SWAN Survey



## University Athena SWAN Survey



Generally speaking, the recent promotions in my department/School have been seen as fair and appropriate								
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q1: Male	12.09% 22	47.25% 86	18.68% 34	11.54% 21	8.24% 15	2.20% 4	51.85% 182	2.56



## University Athena SWAN Survey

Q1: Female	9.33% 14	32.67% 49	32.00% 48	15.33% 23	4.67% 7	6.00% 9	42.74% 150	2.72
Q1: Prefer not to say	11.11% 2	11.11% 2	16.67% 3	16.67% 3	44.44% 8	0.00% 0	5.13% 18	3.72

### People can get promoted to senior positions even if their department/School already has a lot of senior staff

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q1: Male	20.33% 37	45.05% 82	25.27% 46	5.49% 10	1.10% 2	2.75% 5	51.85% 182	2.20
Q1: Female	10.67% 16	37.33% 56	36.67% 55	6.67% 10	0.67% 1	8.00% 12	42.74% 150	2.45
Q1: Prefer not to say	16.67% 3	38.89% 7	27.78% 5	5.56% 1	5.56% 1	5.56% 1	5.13% 18	2.41

### You are only likely to be successful in getting a promotion if your Head of Department (HoD) or Dean actively invites you to apply

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q1: Male	8.24% 15	22.53% 41	31.87% 58	26.37% 48	7.69% 14	3.30% 6	51.85% 182	3.03
Q1: Female	7.33% 11	18.67% 28	44.67% 67	14.67% 22	3.33% 5	11.33% 17	42.74% 150	2.86
Q1: Prefer not to say	16.67% 3	5.56% 1	38.89% 7	27.78% 5	11.11% 2	0.00% 0	5.13% 18	3.11

### The promotions process values 'good citizenship' contributions

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q1: Male	4.40% 8	23.63% 43	28.02% 51	23.63% 43	15.38% 28	4.95% 9	51.85% 182	3.23
Q1: Female	2.00% 3	20.67% 31	32.67% 49	20.00% 30	16.00% 24	8.67% 13	42.74% 150	3.30
Q1: Prefer not to say	5.56% 1	11.11% 2	11.11% 2	27.78% 5	44.44% 8	0.00% 0	5.13% 18	3.94

### Having a mentor would improve people's chances of getting promoted

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q1: Male	10.93% 20	42.62% 78	30.05% 55	8.74% 16	4.37% 8	3.28% 6	52.14% 183	2.51
Q1: Female	15.44% 23	39.60% 59	33.56% 50	6.04% 9	0.67% 1	4.70% 7	42.45% 149	2.34
Q1: Prefer not to say	5.56% 1	27.78% 5	27.78% 5	22.22% 4	16.67% 3	0.00% 0	5.13% 18	3.17

### The Reader grade is underused in my department/School

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q1: Male	7.14% 13	28.02% 51	30.77% 56	23.63% 43	6.59% 12	3.85% 7	51.85% 182	2.94
Q1: Female	10.00% 15	21.33% 32	45.33% 68	9.33% 14	5.33% 8	8.67% 13	42.74% 150	2.77
Q1: Prefer not to say	5.56% 1	11.11% 2	72.22% 13	11.11% 2	0.00% 0	0.00% 0	5.13% 18	2.89

### Being a co-investigator on grants is not valued in the promotion process

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q1: Male	13.74% 25	20.88% 38	30.77% 56	20.33% 37	7.14% 13	7.14% 13	51.85% 182	2.85

## University Athena SWAN Survey

Q1: Female	<b>14.67%</b> 22	<b>14.00%</b> 21	<b>42.00%</b> 63	<b>13.33%</b> 20	<b>3.33%</b> 5	<b>12.67%</b> 19	<b>42.74%</b> 150	2.73
Q1: Prefer not to say	<b>11.76%</b> 2	<b>17.65%</b> 3	<b>41.18%</b> 7	<b>17.65%</b> 3	<b>5.88%</b> 1	<b>5.88%</b> 1	<b>4.84%</b> 17	2.88

### When promotions are evaluated your achievements are compared with those of exceptional workaholics

	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither Agree nor Disagree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>N/A</b>	<b>Total</b>	<b>Weighted Average</b>
Q1: Male	<b>12.09%</b> 22	<b>23.08%</b> 42	<b>36.26%</b> 66	<b>16.48%</b> 30	<b>6.04%</b> 11	<b>6.04%</b> 11	<b>51.85%</b> 182	2.80
Q1: Female	<b>16.78%</b> 25	<b>21.48%</b> 32	<b>39.60%</b> 59	<b>10.74%</b> 16	<b>4.03%</b> 6	<b>7.38%</b> 11	<b>42.45%</b> 149	2.61
Q1: Prefer not to say	<b>16.67%</b> 3	<b>16.67%</b> 3	<b>33.33%</b> 6	<b>16.67%</b> 3	<b>11.11%</b> 2	<b>5.56%</b> 1	<b>5.13%</b> 18	2.88

### Who is put forward for promotion should be determined by a group of senior academics in my department/School

	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither Agree nor Disagree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>N/A</b>	<b>Total</b>	<b>Weighted Average</b>
Q1: Male	<b>10.93%</b> 20	<b>27.32%</b> 50	<b>26.78%</b> 49	<b>23.50%</b> 43	<b>10.38%</b> 19	<b>1.09%</b> 2	<b>52.14%</b> 183	2.95
Q1: Female	<b>6.08%</b> 9	<b>25.68%</b> 38	<b>34.46%</b> 51	<b>14.86%</b> 22	<b>12.16%</b> 18	<b>6.76%</b> 10	<b>42.17%</b> 148	3.01
Q1: Prefer not to say	<b>11.11%</b> 2	<b>33.33%</b> 6	<b>38.89%</b> 7	<b>5.56%</b> 1	<b>11.11%</b> 2	<b>0.00%</b> 0	<b>5.13%</b> 18	2.72

### The University Career Progression Document details the requirements for career progression

	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither Agree nor Disagree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>N/A</b>	<b>Total</b>	<b>Weighted Average</b>
Q1: Male	<b>17.68%</b> 32	<b>47.51%</b> 86	<b>23.20%</b> 42	<b>3.87%</b> 7	<b>3.87%</b> 7	<b>3.87%</b> 7	<b>51.57%</b> 181	2.26
Q1: Female	<b>11.49%</b> 17	<b>48.65%</b> 72	<b>25.68%</b> 38	<b>6.08%</b> 9	<b>2.70%</b> 4	<b>5.41%</b> 8	<b>42.17%</b> 148	2.36
Q1: Prefer not to say	<b>22.22%</b> 4	<b>33.33%</b> 6	<b>16.67%</b> 3	<b>11.11%</b> 2	<b>11.11%</b> 2	<b>5.56%</b> 1	<b>5.13%</b> 18	2.53

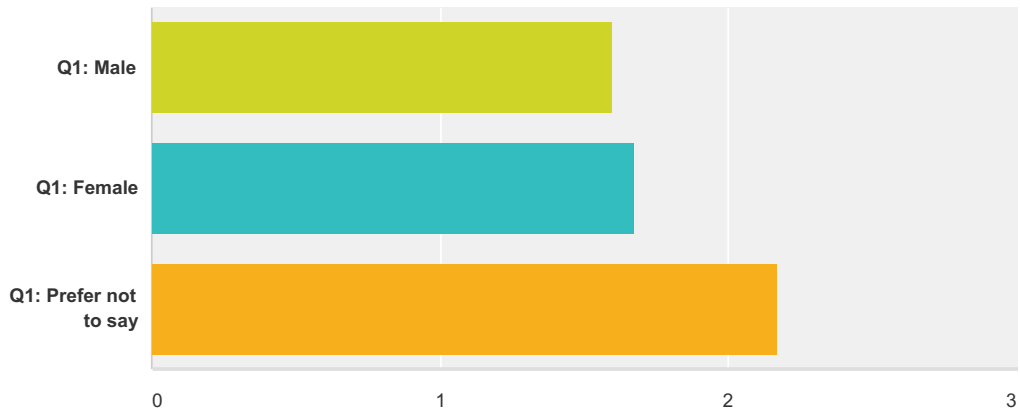
### My career progression and future plans are discussed at my Staff Development and Performance Review.

	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither Agree nor Disagree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>N/A</b>	<b>Total</b>	<b>Weighted Average</b>
Q1: Male	<b>16.39%</b> 30	<b>49.18%</b> 90	<b>10.93%</b> 20	<b>8.74%</b> 16	<b>5.46%</b> 10	<b>9.29%</b> 17	<b>52.14%</b> 183	2.31
Q1: Female	<b>19.46%</b> 29	<b>44.30%</b> 66	<b>14.09%</b> 21	<b>10.07%</b> 15	<b>5.37%</b> 8	<b>6.71%</b> 10	<b>42.45%</b> 149	2.33
Q1: Prefer not to say	<b>16.67%</b> 3	<b>27.78%</b> 5	<b>27.78%</b> 5	<b>16.67%</b> 3	<b>5.56%</b> 1	<b>5.56%</b> 1	<b>5.13%</b> 18	2.65

	<b>Q1: Male</b>	<b>Q1: Female</b>	<b>Q1: Prefer not to say</b>	<b>Total</b>
<b>Are there any comments or caveats you would like to make relating to participation and promotion practices?</b>	<b>36</b>	<b>42</b>	<b>9</b>	<b>87</b>

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

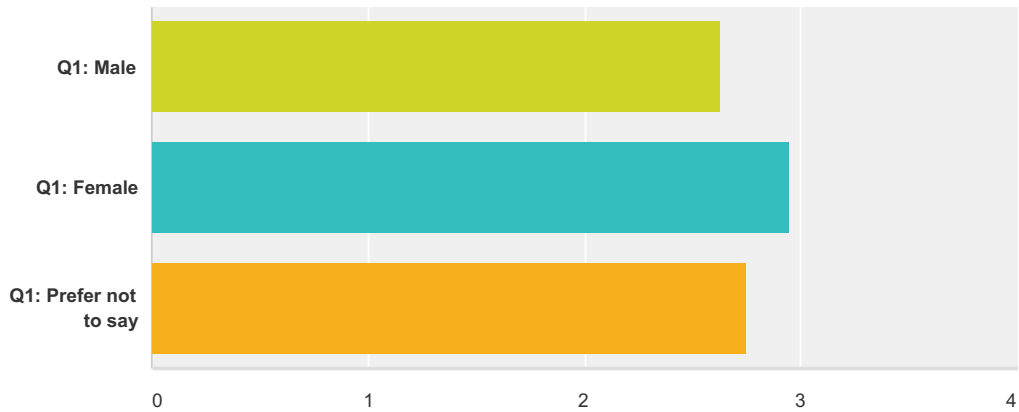
Answered: 349 Skipped: 33



	Yes	No	Prefer not to say	Total
Q1: Male	45.05% 82	50.00% 91	4.95% 9	52.15% 182
Q1: Female	38.93% 58	55.03% 82	6.04% 9	42.69% 149
Q1: Prefer not to say	33.33% 6	16.67% 3	50.00% 9	5.16% 18
<b>Total Respondents</b>	146	176	27	349

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

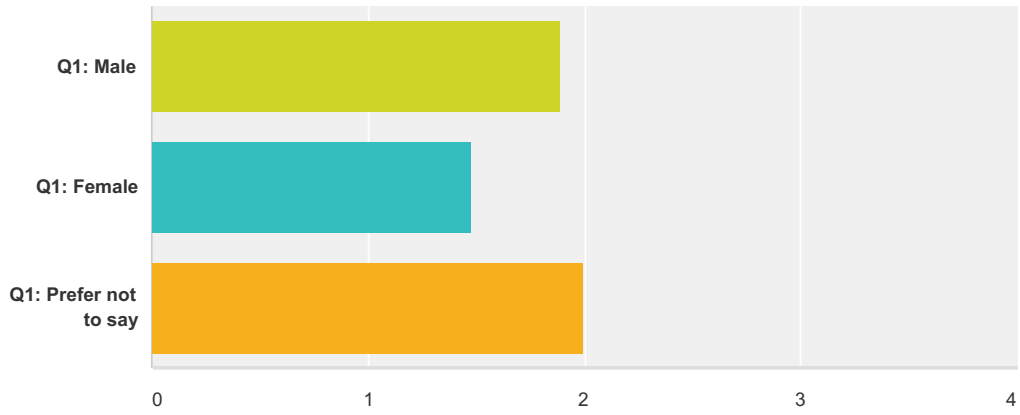
Answered: 204 Skipped: 178



	I did not know about the scheme	I do not see the value of having a mentor	Prefer not to say	Other (please specify)	Total
Q1: Male	28.00% 28	18.00% 18	17.00% 17	37.00% 37	49.02% 100
Q1: Female	26.09% 24	7.61% 7	11.96% 11	54.35% 50	45.10% 92
Q1: Prefer not to say	16.67% 2	16.67% 2	41.67% 5	25.00% 3	5.88% 12
<b>Total Respondents</b>	54	27	33	90	204

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

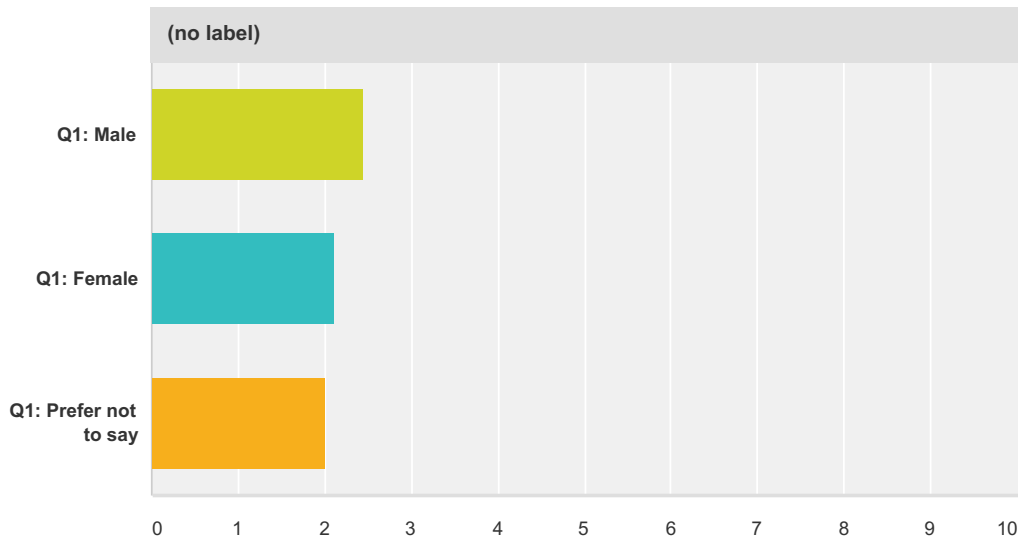
Answered: 54 Skipped: 328



	Yes	No	Prefer not to say	Other (please specify)	Total
Q1: Male	48.15% 13	25.93% 7	14.81% 4	11.11% 3	50.00% 27
Q1: Female	80.00% 20	0.00% 0	12.00% 3	8.00% 2	46.30% 25
Q1: Prefer not to say	50.00% 1	0.00% 0	50.00% 1	0.00% 0	3.70% 2
<b>Total Respondents</b>	34	7	8	5	54

### Q10 The mentoring scheme has been of help to me

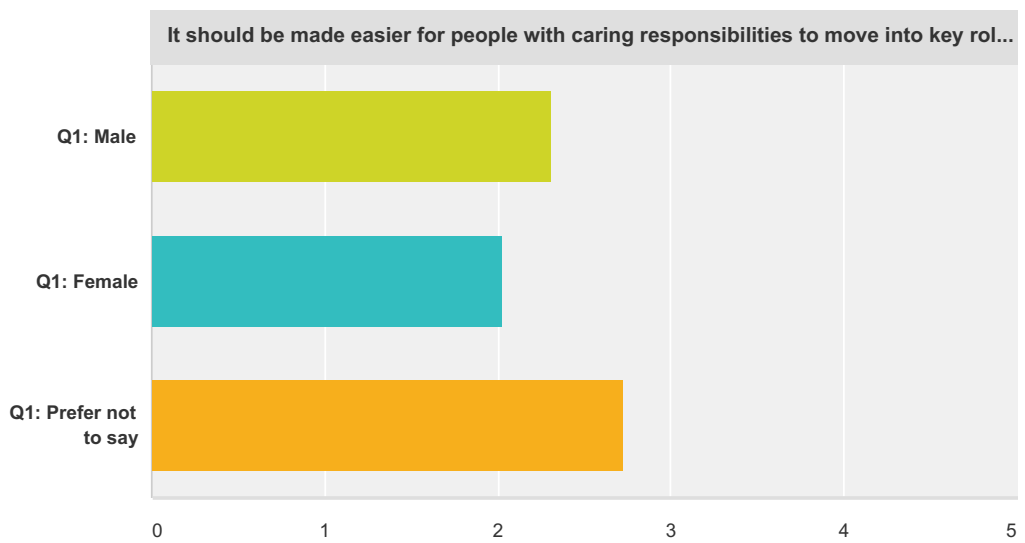
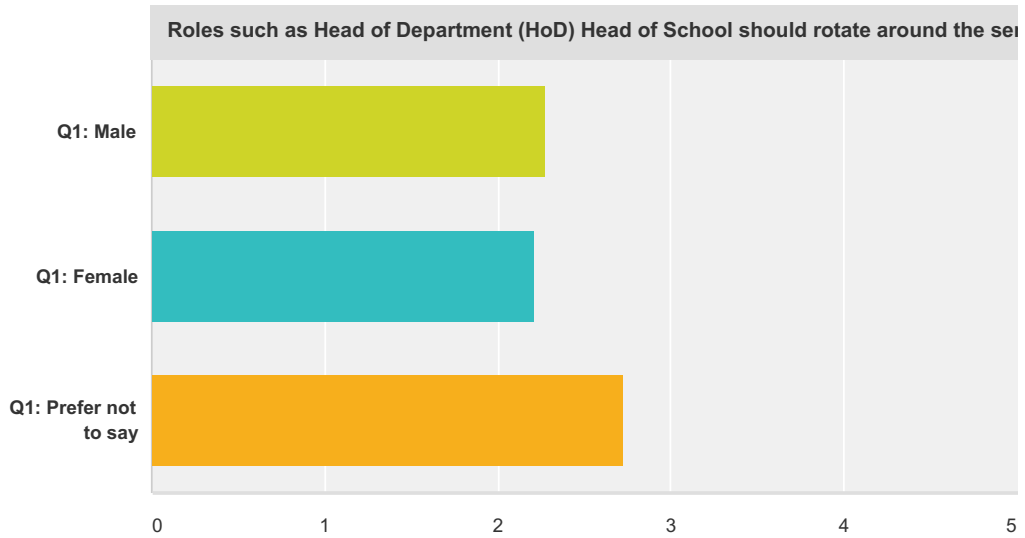
Answered: 147 Skipped: 235



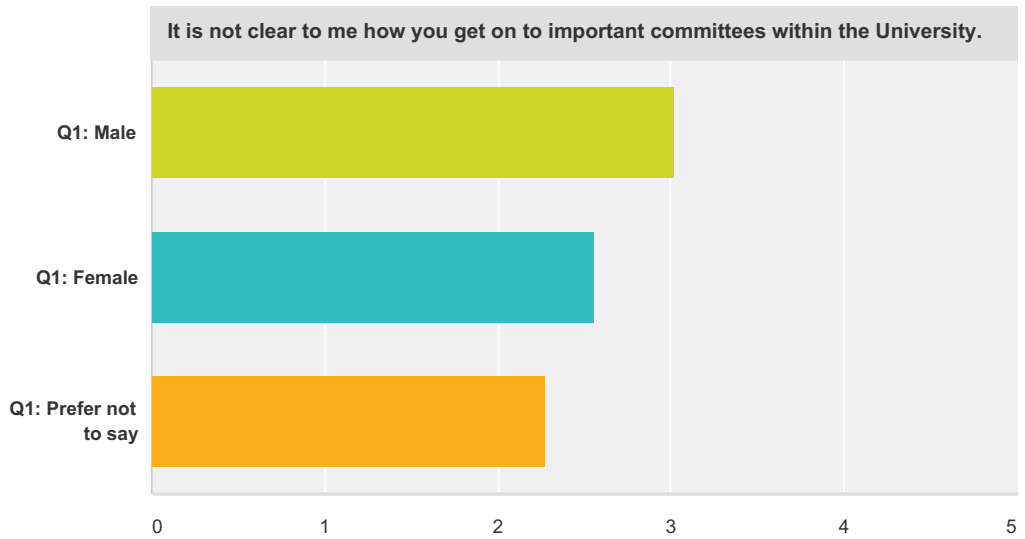
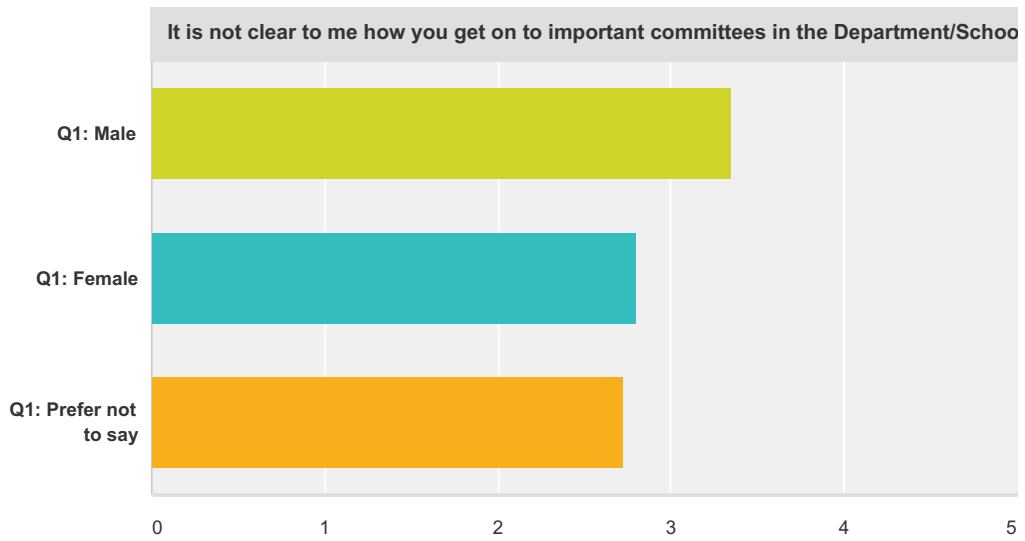
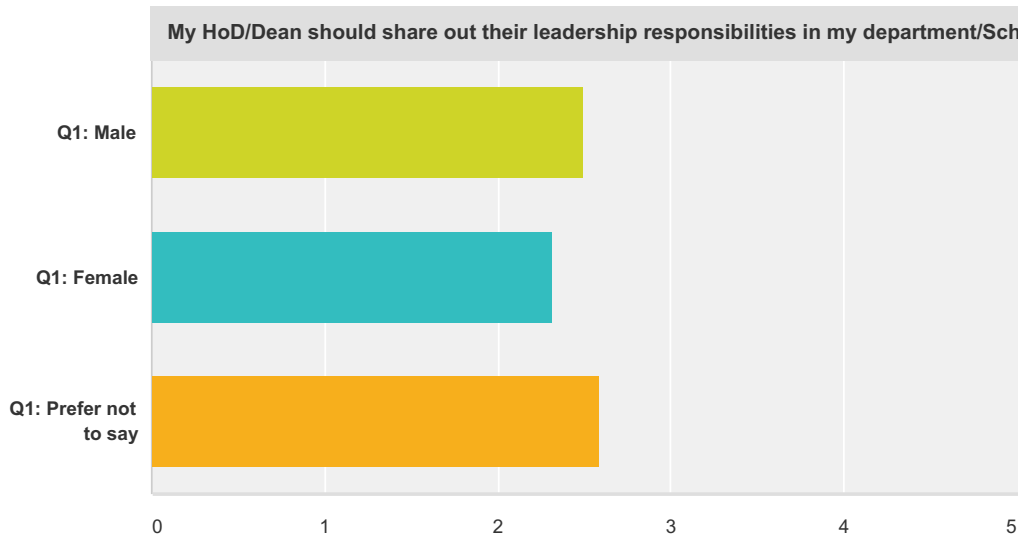
(no label)								
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q1: Male	15.66% 13	38.55% 32	26.51% 22	4.82% 4	7.23% 6	7.23% 6	56.46% 83	2.45
Q1: Female	24.14% 14	43.10% 25	25.86% 15	1.72% 1	1.72% 1	3.45% 2	39.46% 58	2.11
Q1: Prefer not to say	50.00% 3	16.67% 1	16.67% 1	16.67% 1	0.00% 0	0.00% 0	4.08% 6	2.00

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

Answered: 346 Skipped: 36

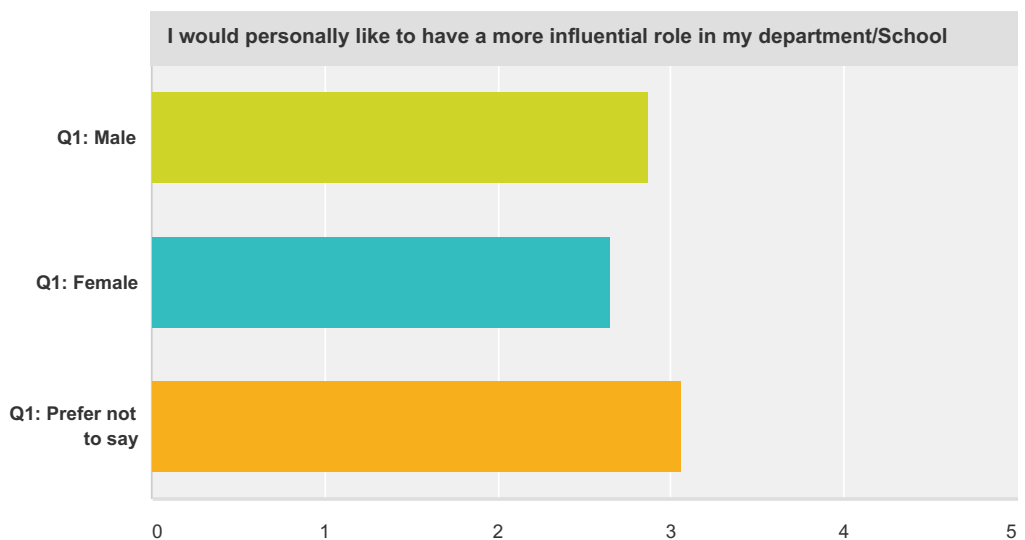
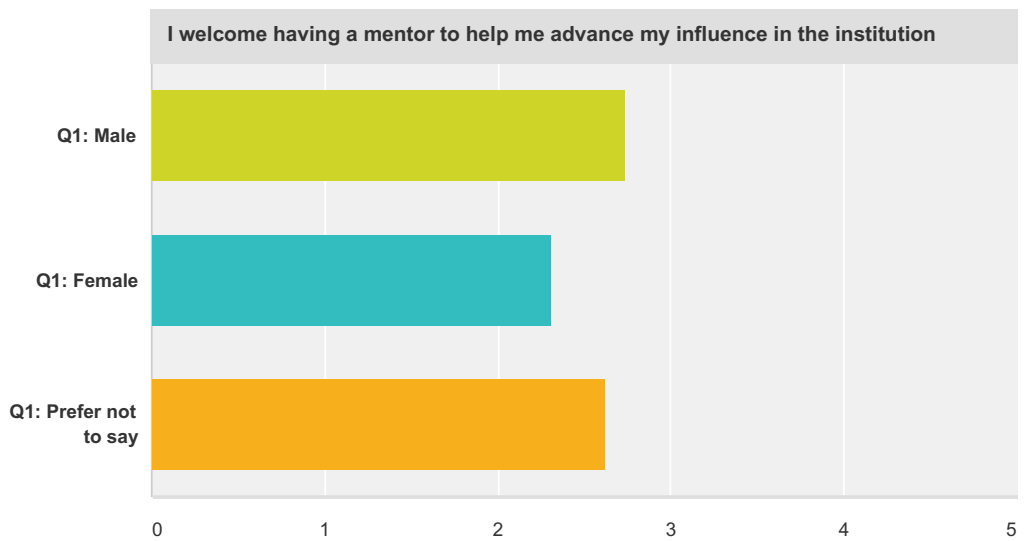
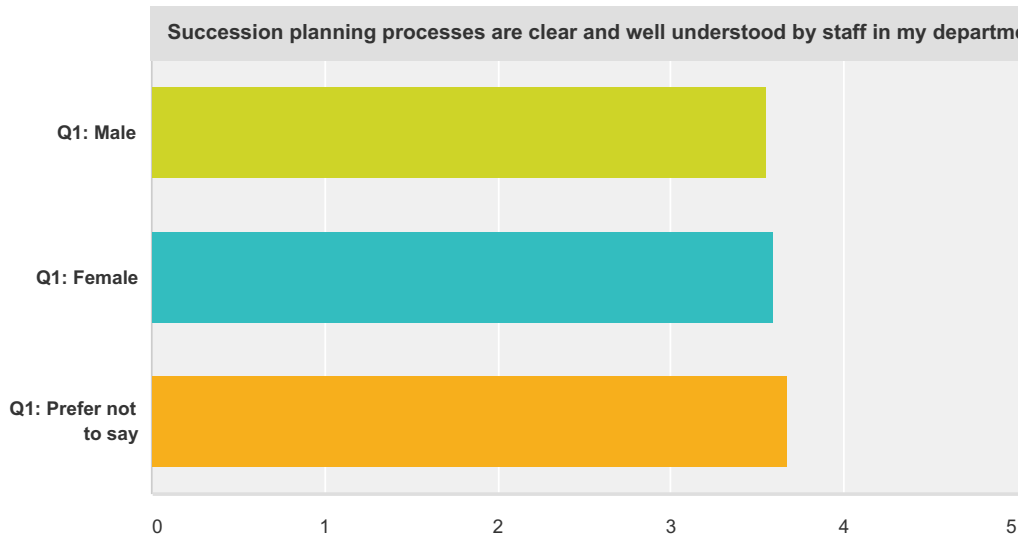


# University Athena SWAN Survey





## University Athena SWAN Survey



Roles such as Head of Department (HoD) Head of School should rotate around the senior staff in the department/School								
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q1: Male	26.26% 47	38.55% 69	18.99% 34	12.29% 22	3.35% 6	0.56% 1	51.73% 179	2.28

## University Athena SWAN Survey

Q1: Female	20.27% 30	50.68% 75	18.92% 28	6.08% 9	3.38% 5	0.68% 1	42.77% 148	2.21
Q1: Prefer not to say	11.11% 2	38.89% 7	22.22% 4	22.22% 4	5.56% 1	0.00% 0	5.20% 18	2.72

**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.)**

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q1: Male	19.10% 34	39.89% 71	29.78% 53	3.93% 7	3.93% 7	3.37% 6	51.45% 178	2.31
Q1: Female	29.93% 44	42.86% 63	20.41% 30	2.72% 4	2.04% 3	2.04% 3	42.49% 147	2.02
Q1: Prefer not to say	11.11% 2	44.44% 8	22.22% 4	5.56% 1	16.67% 3	0.00% 0	5.20% 18	2.72

**My HoD/Dean should share out their leadership responsibilities in my department/School**

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q1: Male	11.11% 20	39.44% 71	35.00% 63	8.33% 15	2.22% 4	3.89% 7	52.02% 180	2.49
Q1: Female	17.01% 25	41.50% 61	31.97% 47	7.48% 11	0.68% 1	1.36% 2	42.49% 147	2.32
Q1: Prefer not to say	11.11% 2	38.89% 7	27.78% 5	11.11% 2	5.56% 1	5.56% 1	5.20% 18	2.59

**It is not clear to me how you get on to important committees in the Department/School**

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q1: Male	6.78% 12	20.90% 37	20.90% 37	30.51% 54	19.21% 34	1.69% 3	51.16% 177	3.35
Q1: Female	13.01% 19	33.56% 49	19.18% 28	23.97% 35	8.22% 12	2.05% 3	42.20% 146	2.80
Q1: Prefer not to say	22.22% 4	22.22% 4	27.78% 5	16.67% 3	11.11% 2	0.00% 0	5.20% 18	2.72

**It is not clear to me how you get on to important committees within the University.**

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q1: Male	11.30% 20	27.12% 48	20.90% 37	27.12% 48	12.43% 22	1.13% 2	51.16% 177	3.02
Q1: Female	13.61% 20	44.90% 66	16.33% 24	17.69% 26	5.44% 8	2.04% 3	42.49% 147	2.56
Q1: Prefer not to say	27.78% 5	33.33% 6	27.78% 5	5.56% 1	5.56% 1	0.00% 0	5.20% 18	2.28

**Succession planning processes are clear and well understood by staff in my department/School**

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q1: Male	1.68% 3	15.08% 27	26.82% 48	34.64% 62	18.44% 33	3.35% 6	51.73% 179	3.55
Q1: Female	2.72% 4	8.84% 13	31.97% 47	34.69% 51	18.37% 27	3.40% 5	42.49% 147	3.59
Q1: Prefer not to say	0.00% 0	16.67% 3	27.78% 5	27.78% 5	27.78% 5	0.00% 0	5.20% 18	3.67

**I welcome having a mentor to help me advance my influence in the institution**

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q1: Male	11.11% 20	25.56% 46	30.56% 55	8.89% 16	8.33% 15	15.56% 28	52.02% 180	2.74

University Athena SWAN Survey

Q1: Female	<b>17.69%</b> 26	<b>36.05%</b> 53	<b>23.81%</b> 35	<b>4.08%</b> 6	<b>4.08%</b> 6	<b>14.29%</b> 21	<b>42.49%</b> 147	2.31
Q1: Prefer not to say	<b>0.00%</b> 0	<b>33.33%</b> 6	<b>33.33%</b> 6	<b>5.56%</b> 1	<b>0.00%</b> 0	<b>27.78%</b> 5	<b>5.20%</b> 18	2.62
<b>I would personally like to have a more influential role in my department/School</b>								
	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither Agree nor Disagree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>N/A</b>	<b>Total</b>	<b>Weighted Average</b>
Q1: Male	<b>6.67%</b> 12	<b>26.11%</b> 47	<b>41.67%</b> 75	<b>17.22%</b> 31	<b>5.00%</b> 9	<b>3.33%</b> 6	<b>52.02%</b> 180	2.87
Q1: Female	<b>10.88%</b> 16	<b>31.97%</b> 47	<b>34.69%</b> 51	<b>17.69%</b> 26	<b>1.36%</b> 2	<b>3.40%</b> 5	<b>42.49%</b> 147	2.65
Q1: Prefer not to say	<b>5.56%</b> 1	<b>11.11%</b> 2	<b>66.67%</b> 12	<b>5.56%</b> 1	<b>11.11%</b> 2	<b>0.00%</b> 0	<b>5.20%</b> 18	3.06

27 pages only - the qualitative responses are analysed in paper USAT 16/17 - 19