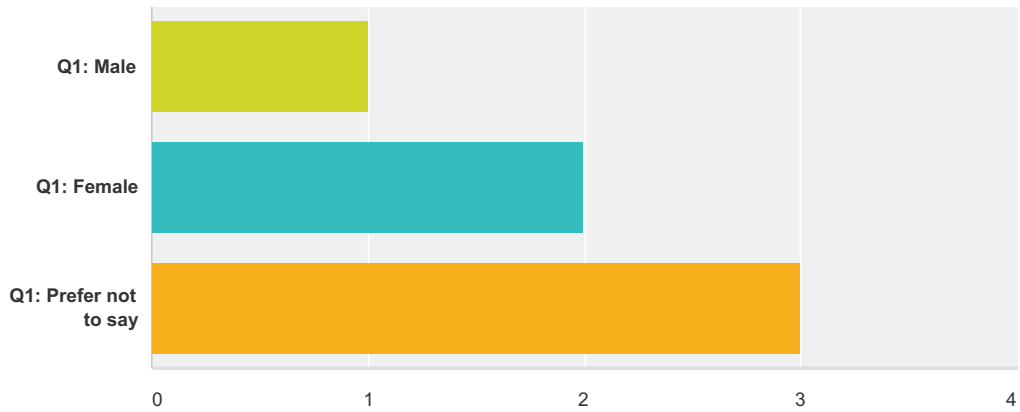


Q1 Do you identify as?

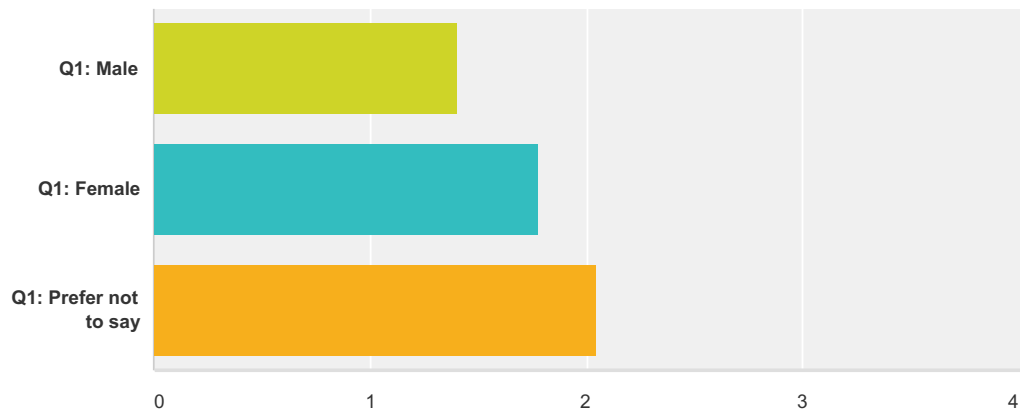
Answered: 382 Skipped: 0



	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
Total Respondents	198	164	20	0	382

Q2 What is your current role?

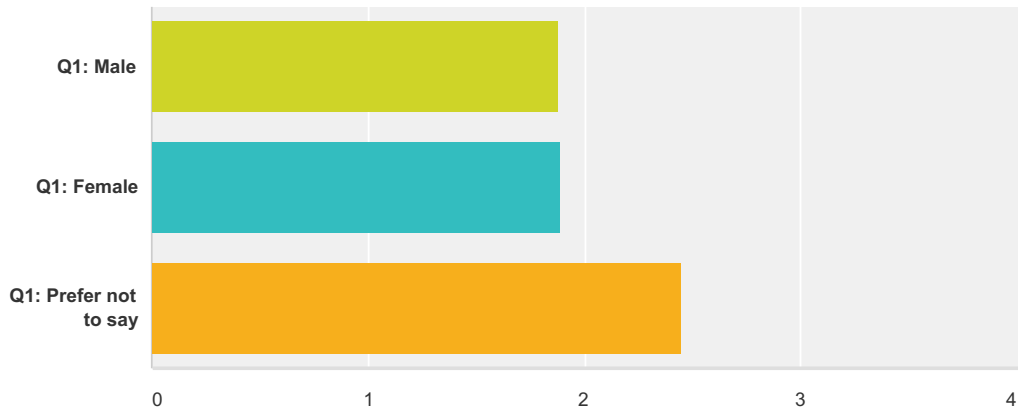
Answered: 382 Skipped: 0



	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
Total Respondents	197	157	12	16	382

Q3 Are you on a

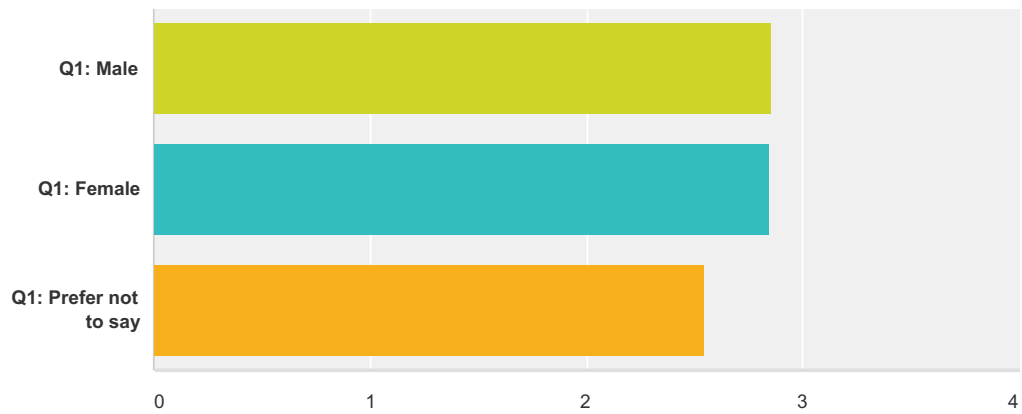
Answered: 382 Skipped: 0



	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
Total Respondents	53	319	0	10	382

Q4 Which Faculty/School are you in?

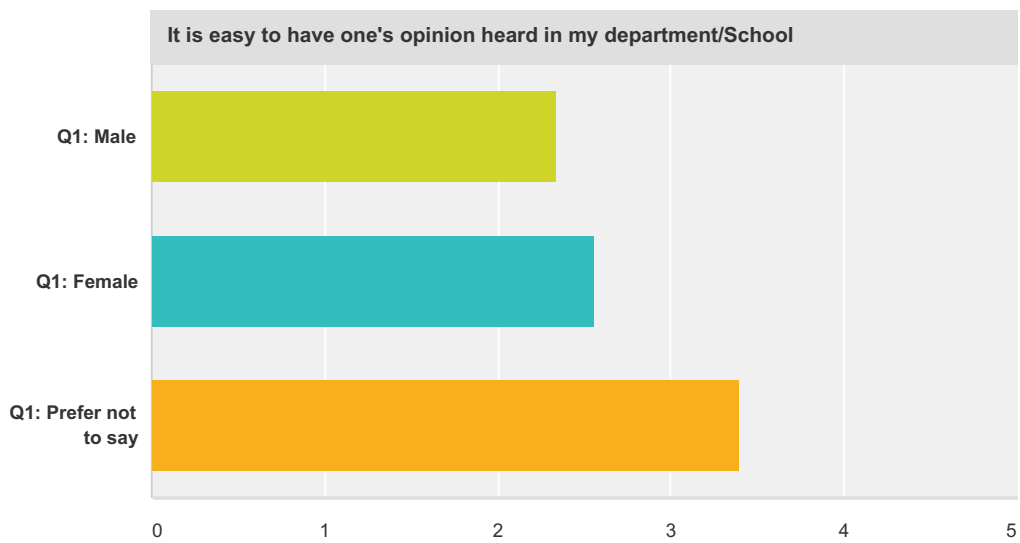
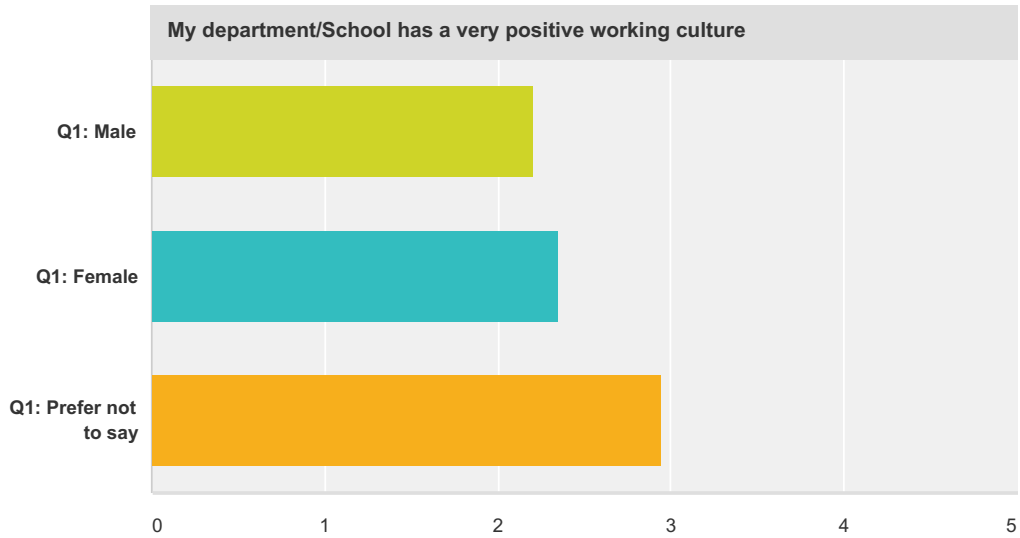
Answered: 382 Skipped: 0



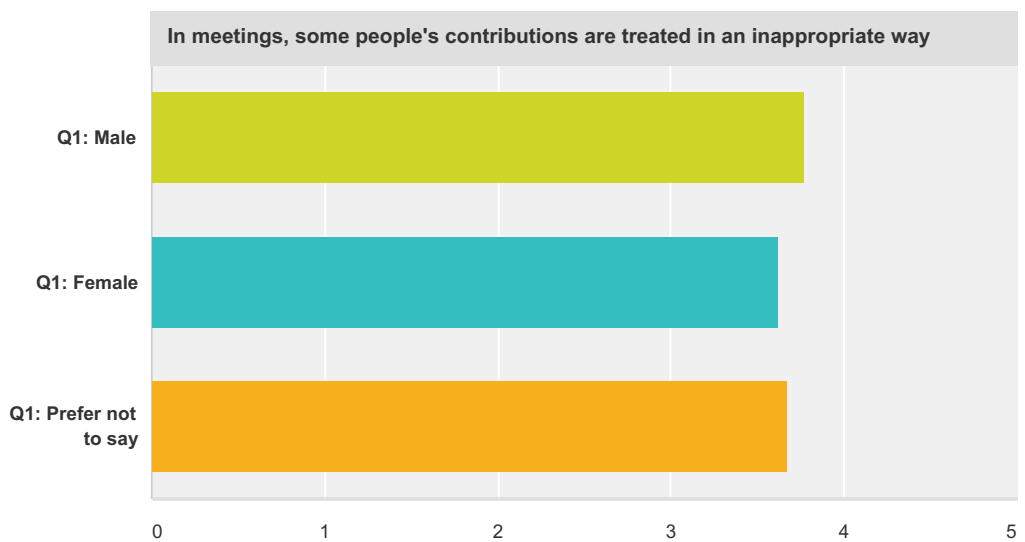
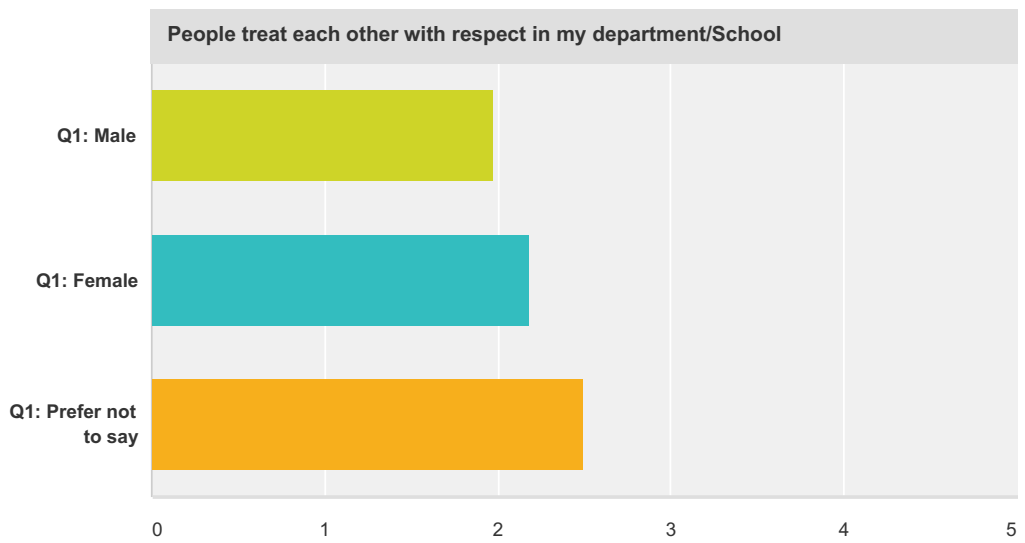
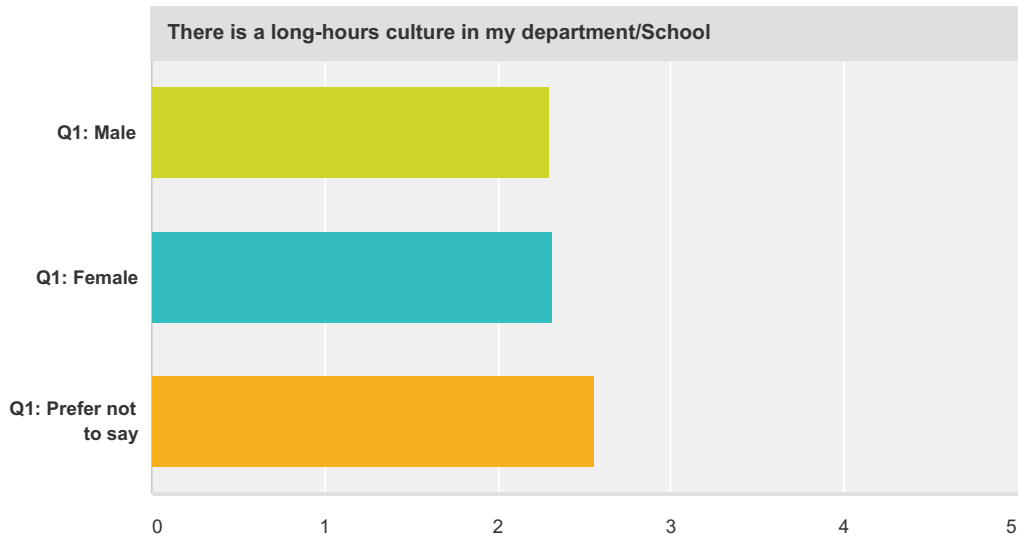
	Management	Engineering and Design	Humanities and Social Sciences	Science	Total
Q1: Male	12.63% 25	24.24% 48	28.28% 56	34.85% 69	51.83% 198
Q1: Female	15.24% 25	12.20% 20	45.12% 74	27.44% 45	42.93% 164
Q1: Prefer not to say	30.00% 6	25.00% 5	5.00% 1	40.00% 8	5.24% 20
Total Respondents	56	73	131	122	382

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

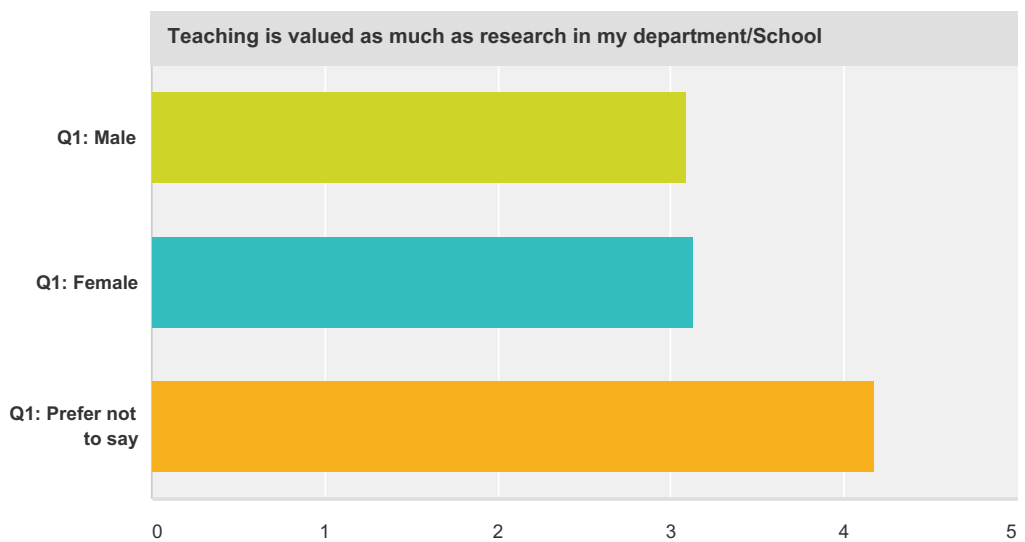
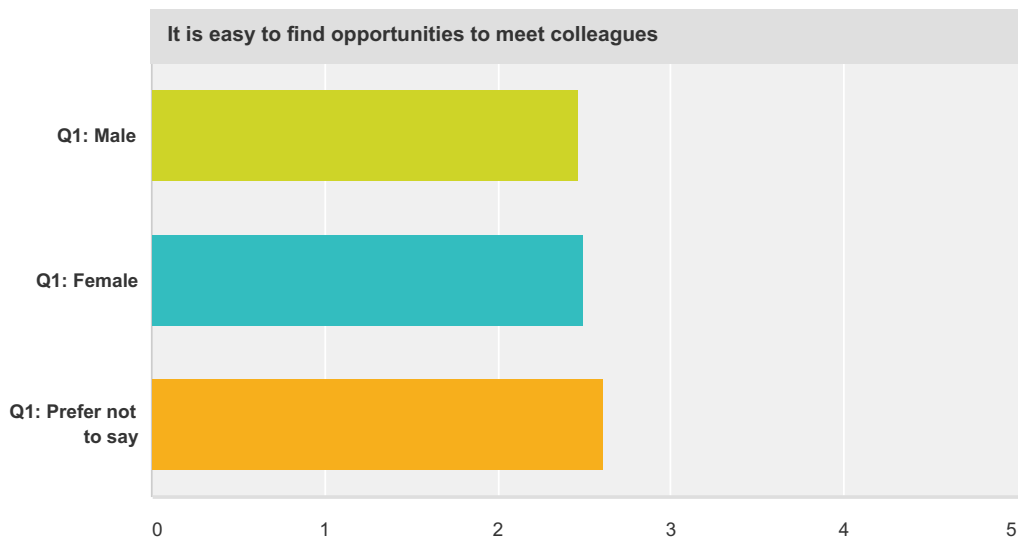
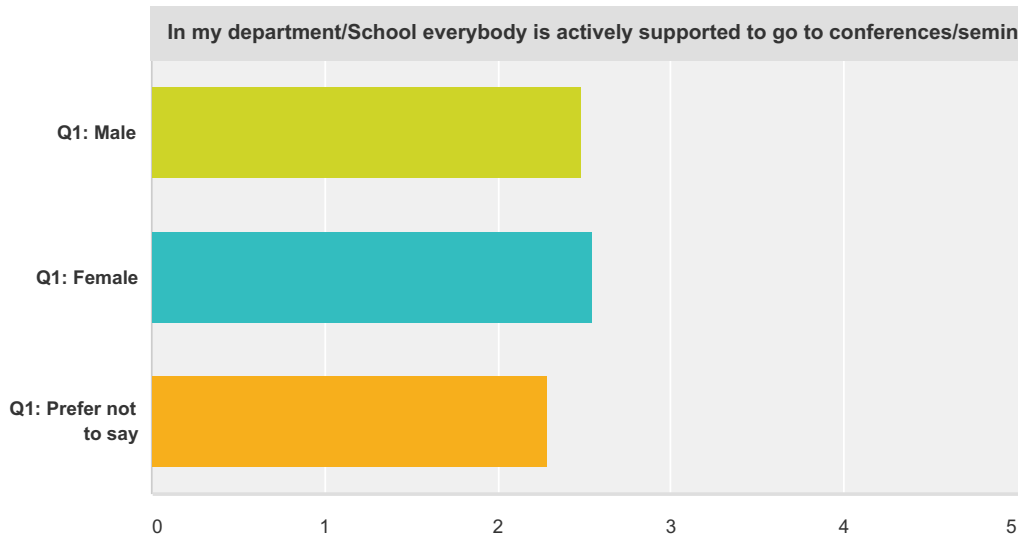
Answered: 357 Skipped: 25



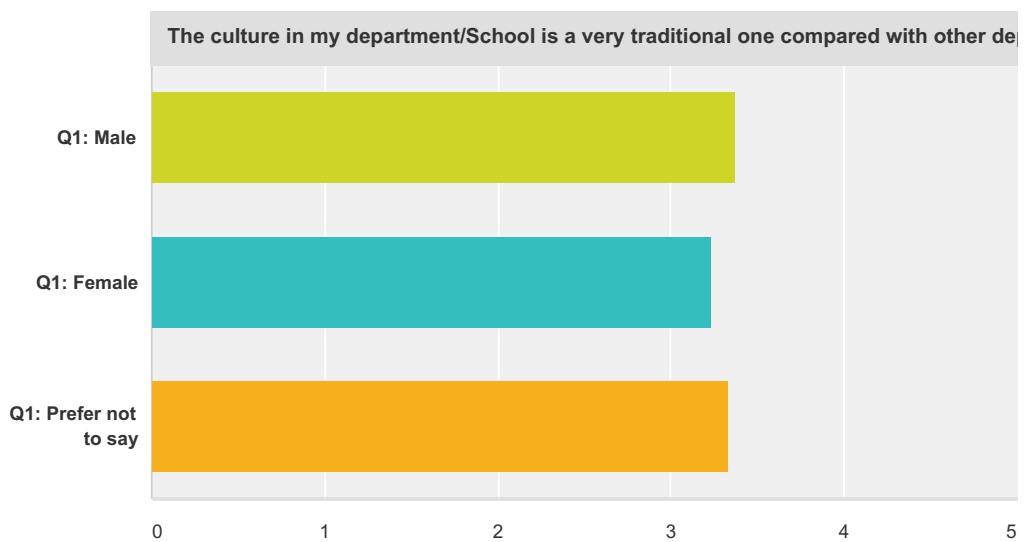
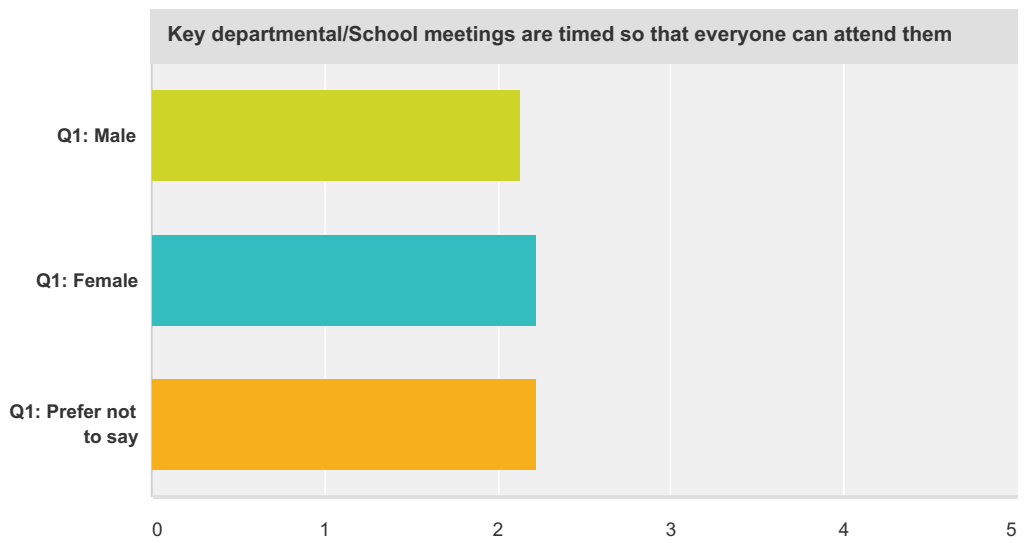
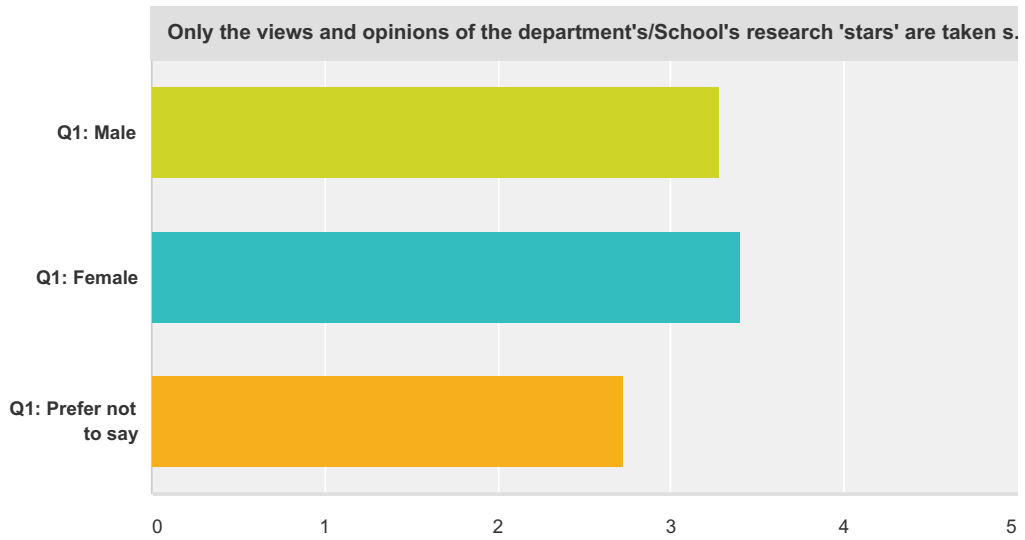
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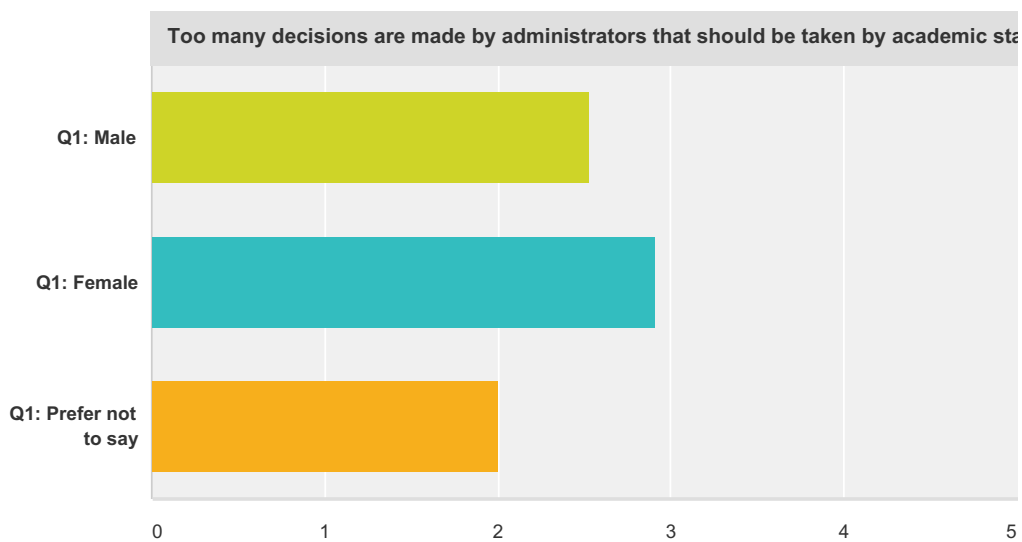
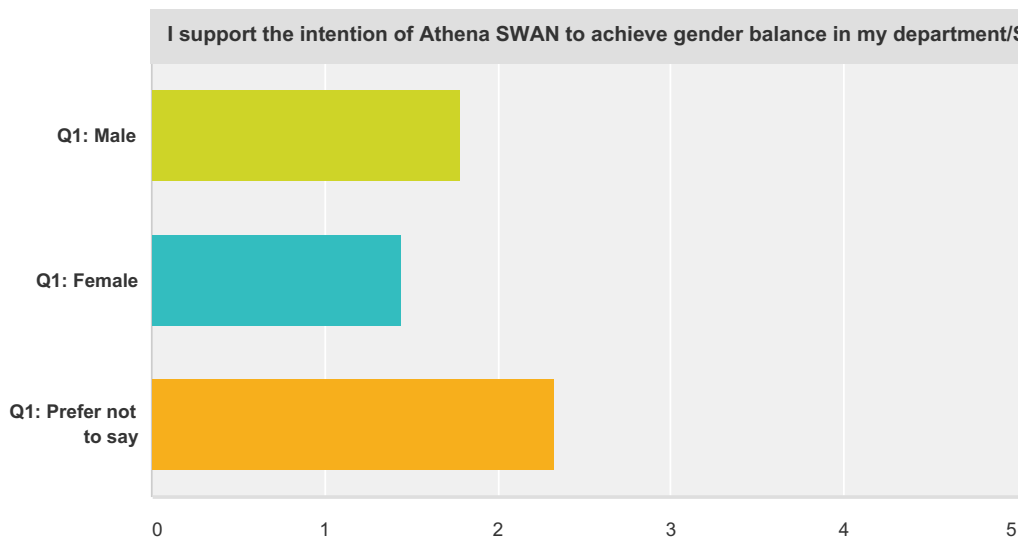
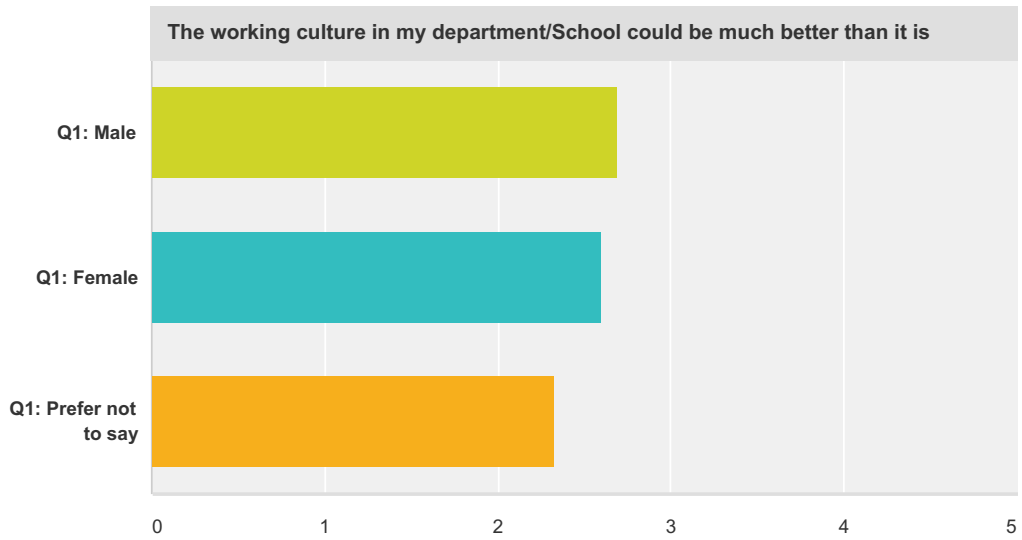
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My department/School has a very positive working culture								
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q1: Male	20.65% 38	51.09% 94	16.85% 31	10.33% 19	1.09% 2	0.00% 0	51.54% 184	2.20

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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
It is easy to have one's opinion heard in my department/School								
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
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
There is a long-hours culture in my department/School								
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
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
People treat each other with respect in my department/School								
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
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
In meetings, some people's contributions are treated in an inappropriate way								
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
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
In my department/School everybody is actively supported to go to conferences/seminars								
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
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
It is easy to find opportunities to meet colleagues								
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
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

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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
Teaching is valued as much as research in my department/School								
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
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
Only the views and opinions of the department's/School's research 'stars' are taken seriously								
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
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
Key departmental/School meetings are timed so that everyone can attend them								
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
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
The culture in my department/School is a very traditional one compared with other departments in my discipline around the country								
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
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
The working culture in my department/School could be much better than it is								
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
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
I support the intention of Athena SWAN to achieve gender balance in my department/School								
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
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

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

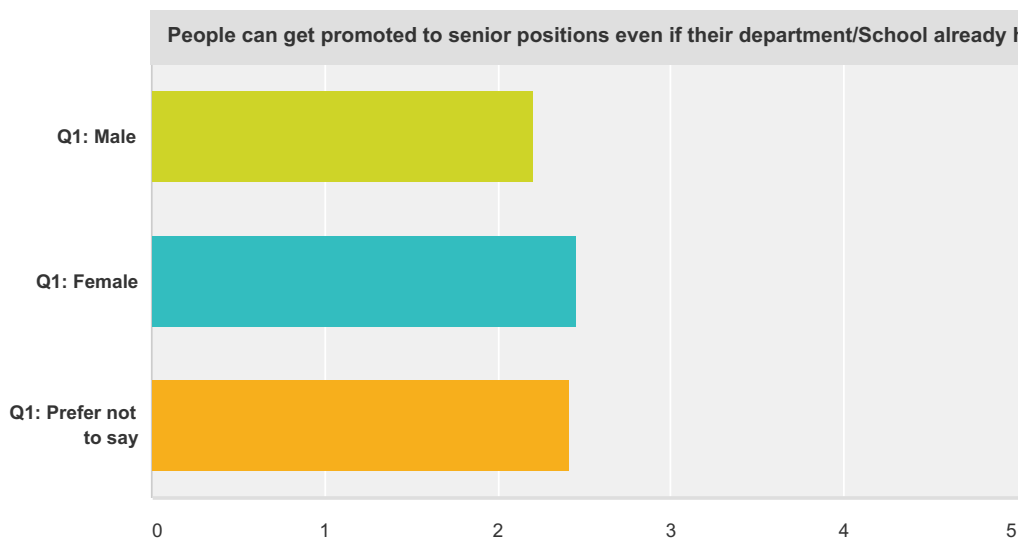
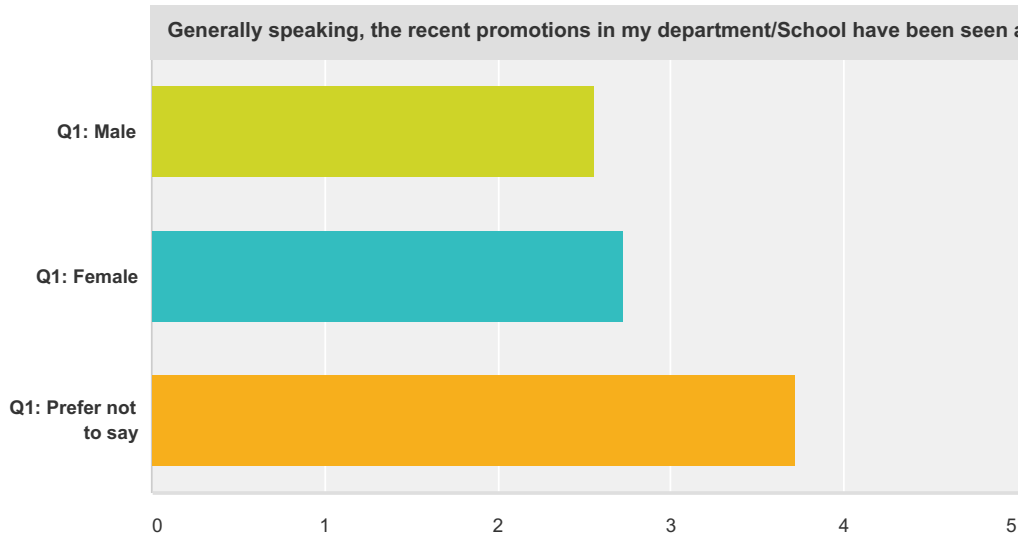
Too many decisions are made by administrators that should be taken by academic staff

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

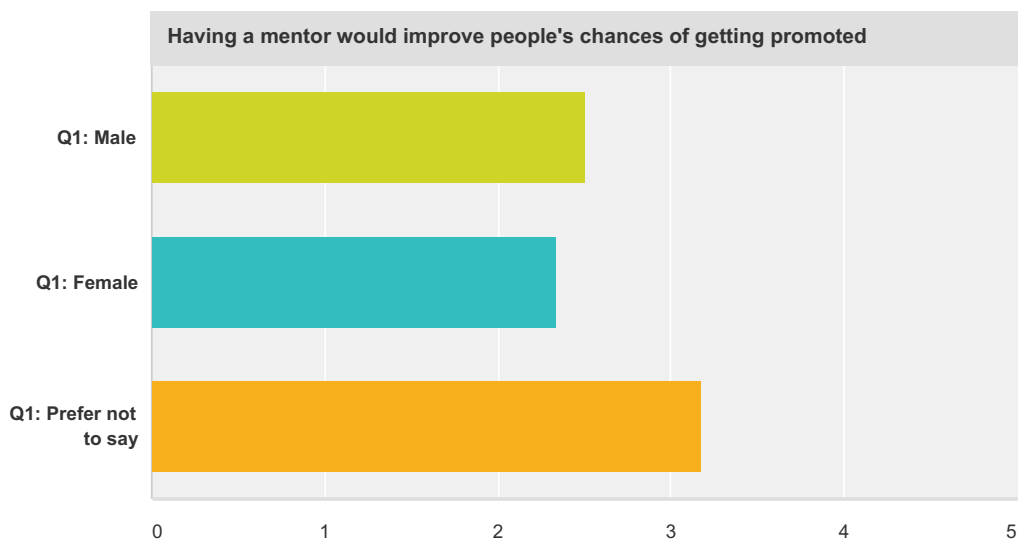
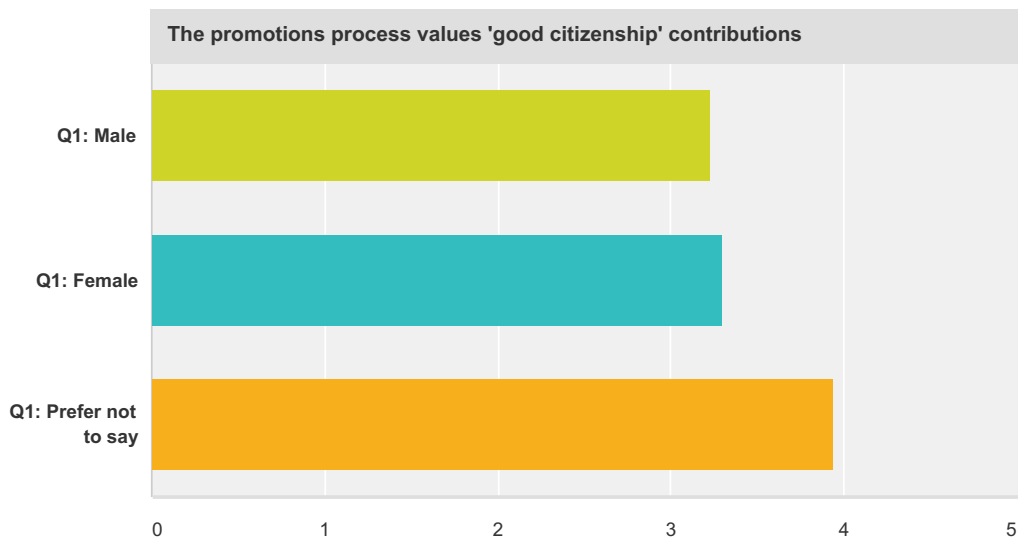
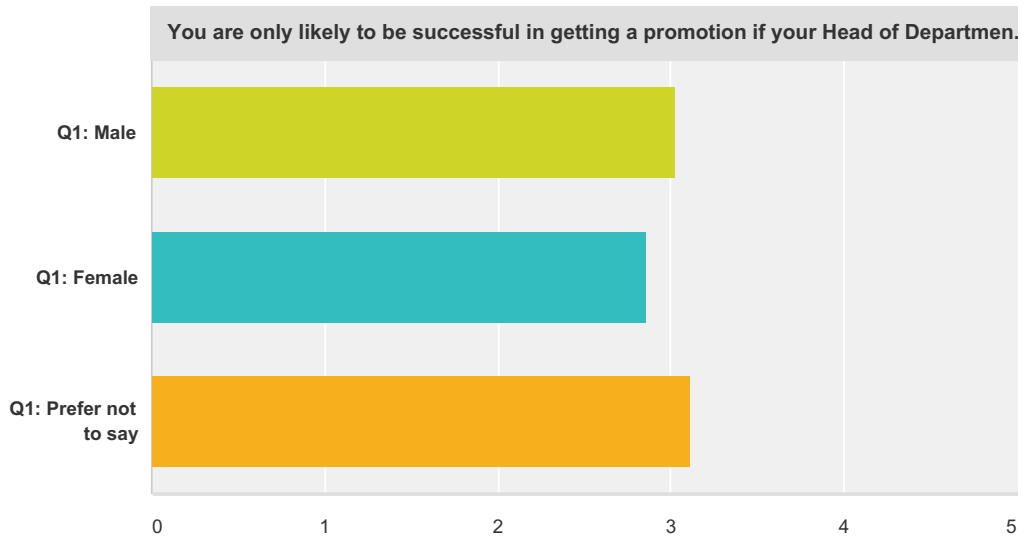
	Q1: Male	Q1: Female	Q1: Prefer not to say	Total
Are there any comments or caveats you would like to make relating to your responses above?	31	33	7	71

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

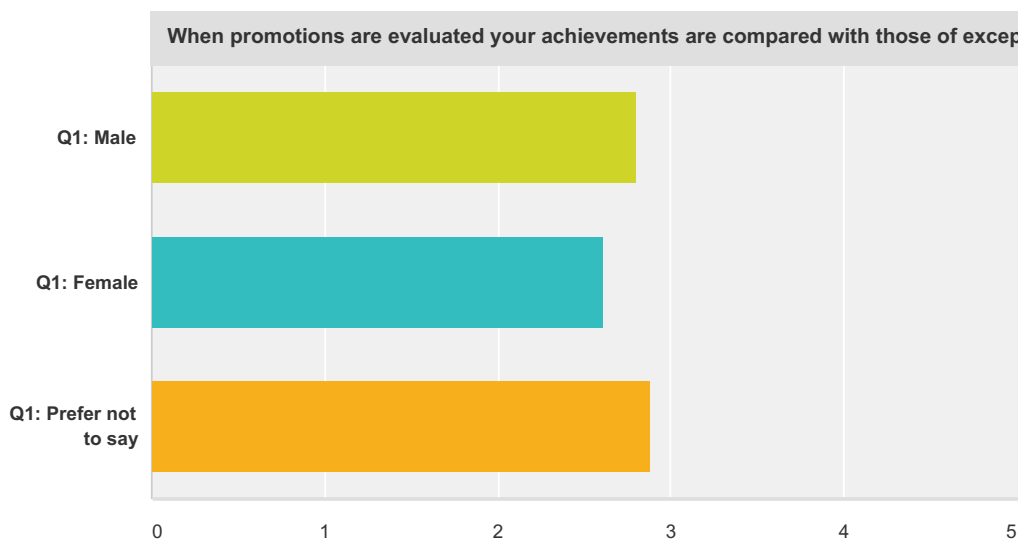
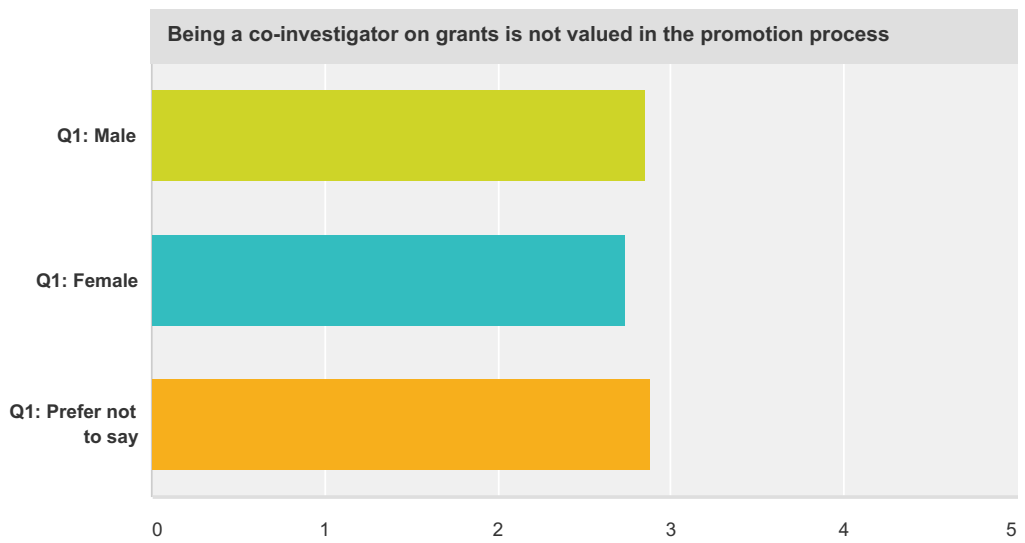
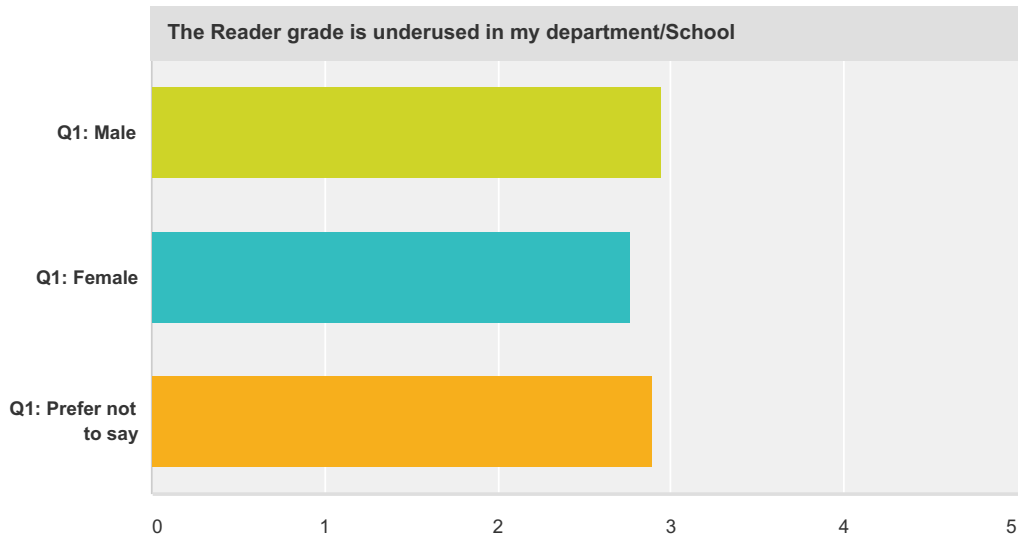
Answered: 351 Skipped: 31



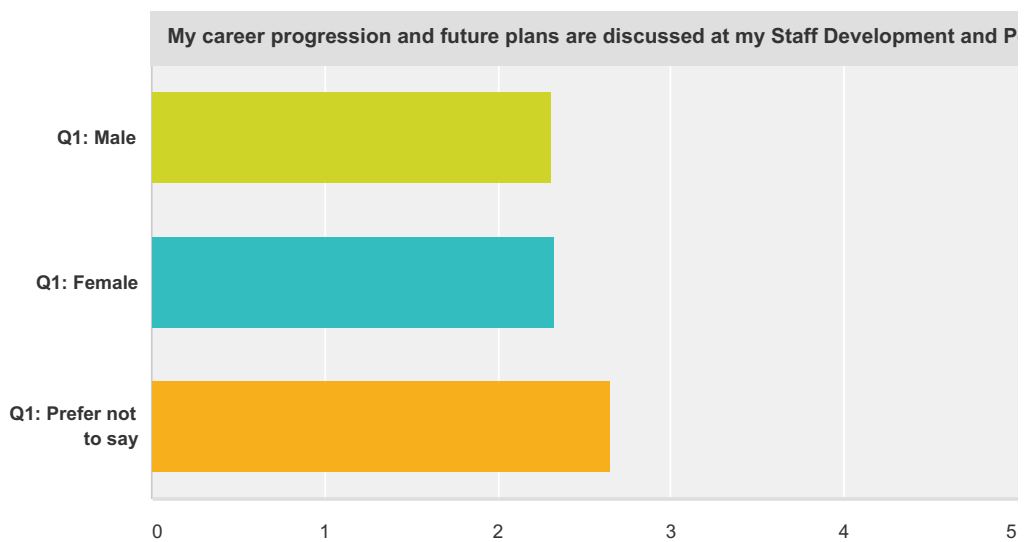
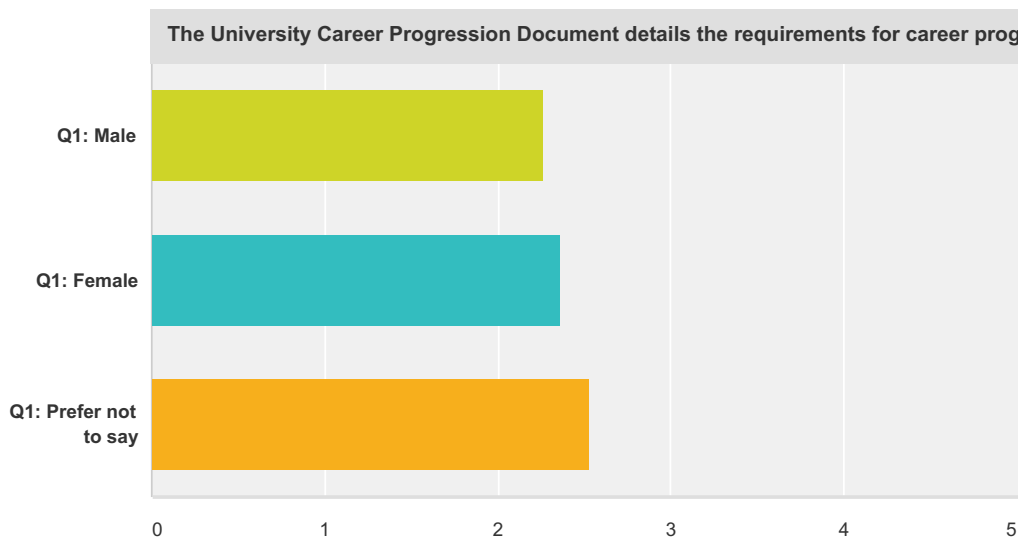
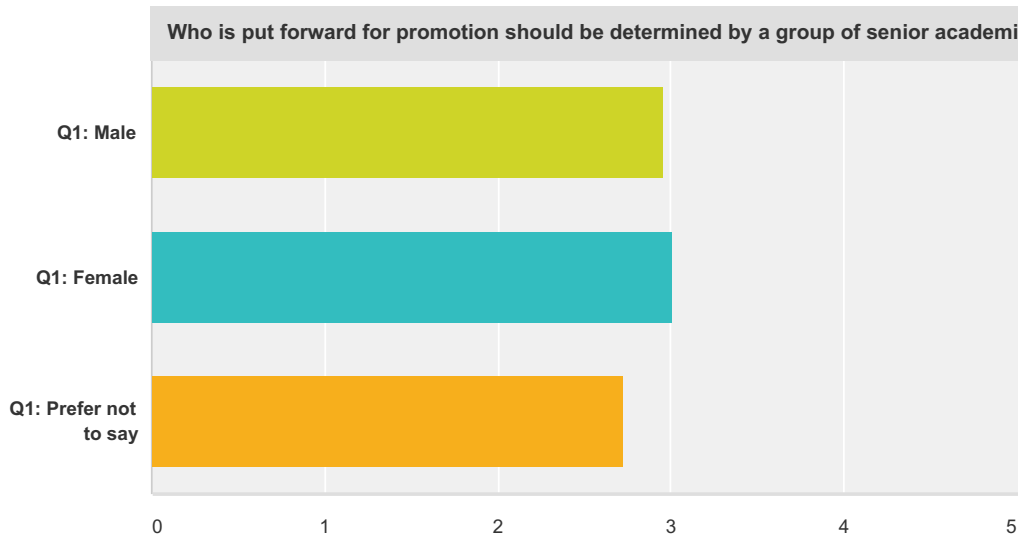
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Generally speaking, the recent promotions in my department/School have been seen as fair and appropriate								
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q1: Male	12.09% 22	47.25% 86	18.68%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

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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

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

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

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

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

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

The University Career Progression Document details the requirements for career progression

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

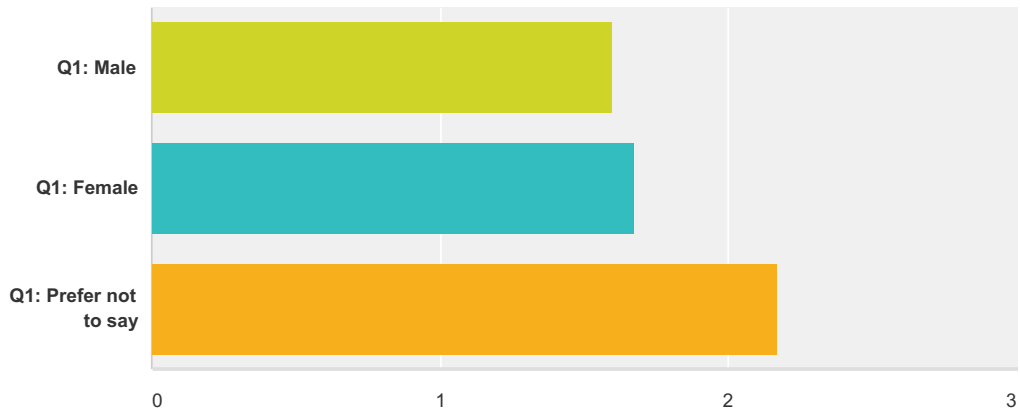
My career progression and future plans are discussed at my Staff Development and Performance Review.

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

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

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

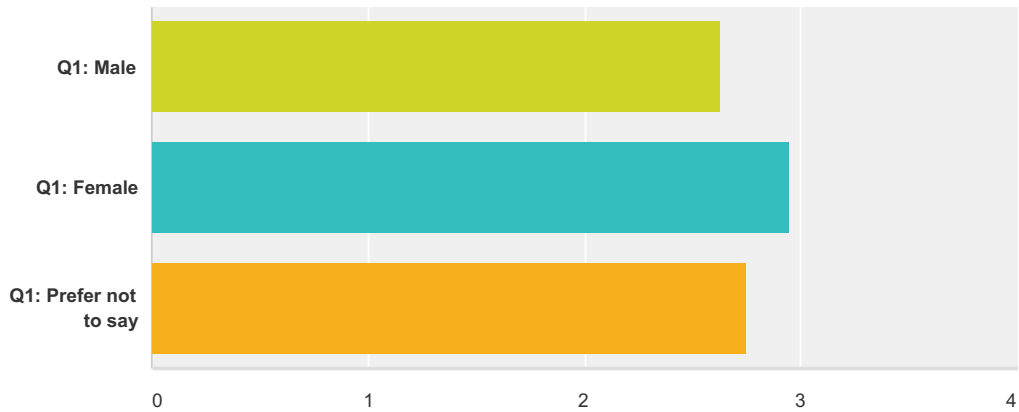
Answered: 349 Skipped: 33



	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
Total Respondents	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

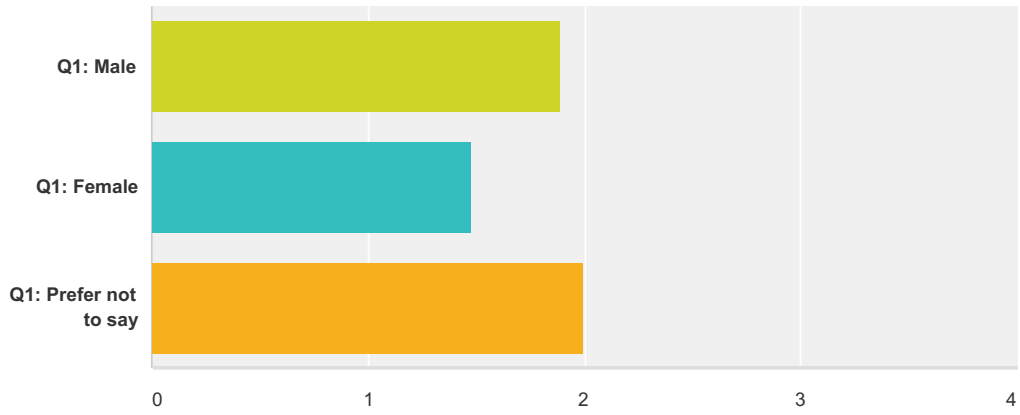
Answered: 204 Skipped: 178



	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
Total Respondents	54	27	33	90	204

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

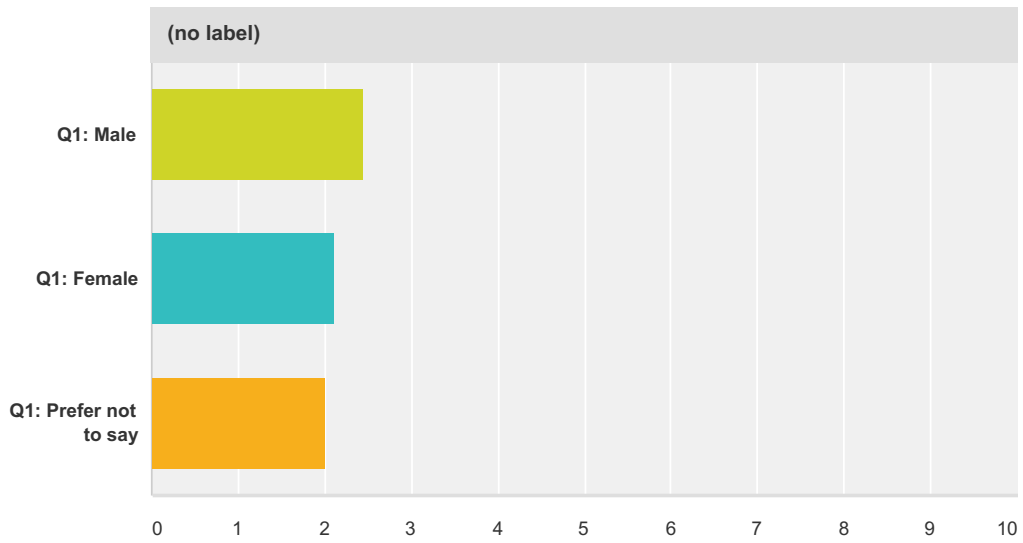
Answered: 54 Skipped: 328



	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
Total Respondents	34	7	8	5	54

Q10 The mentoring scheme has been of help to me

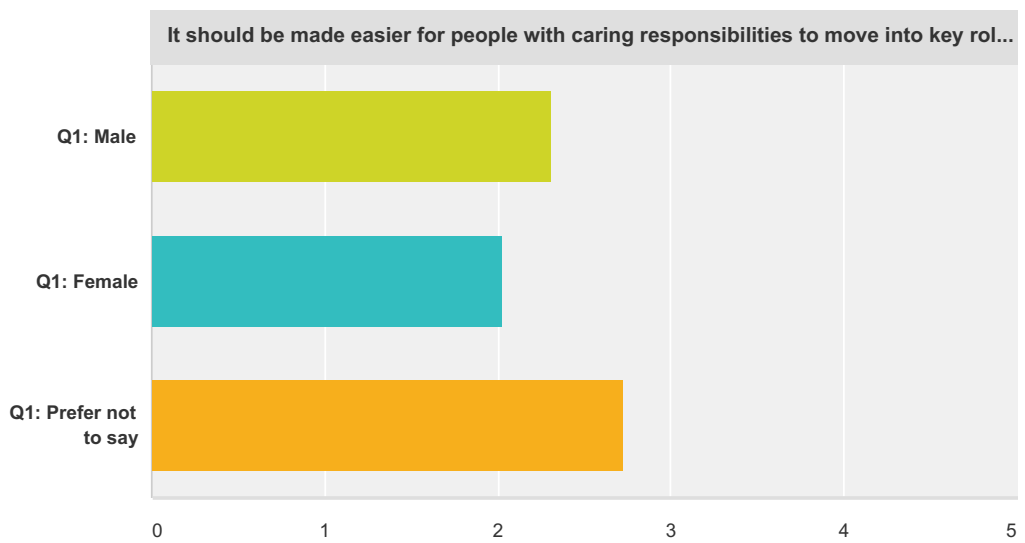
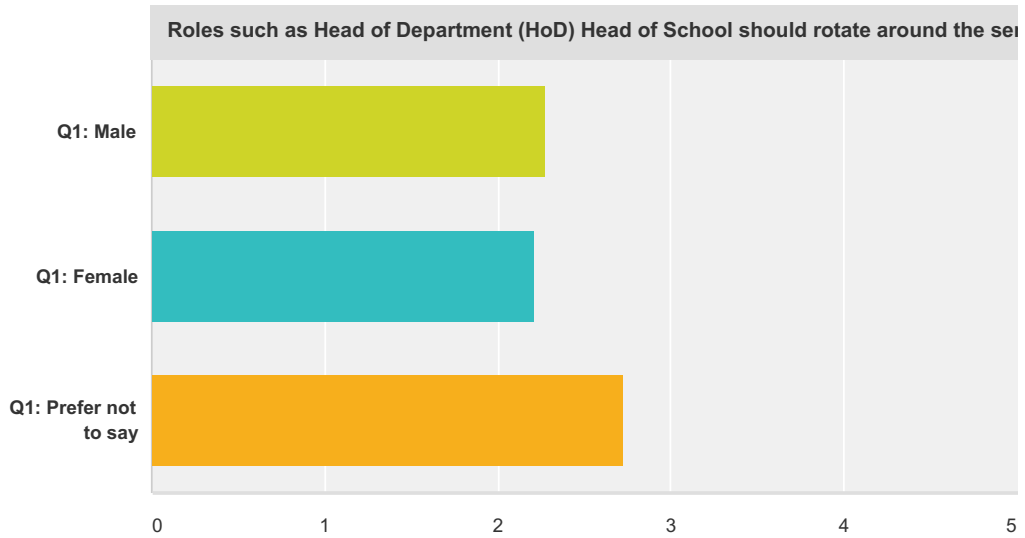
Answered: 147 Skipped: 235



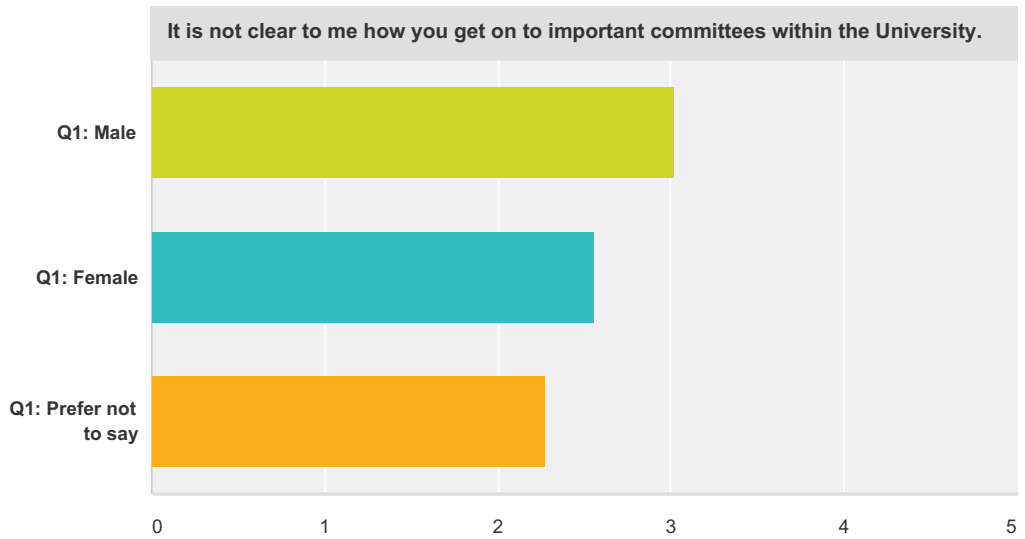
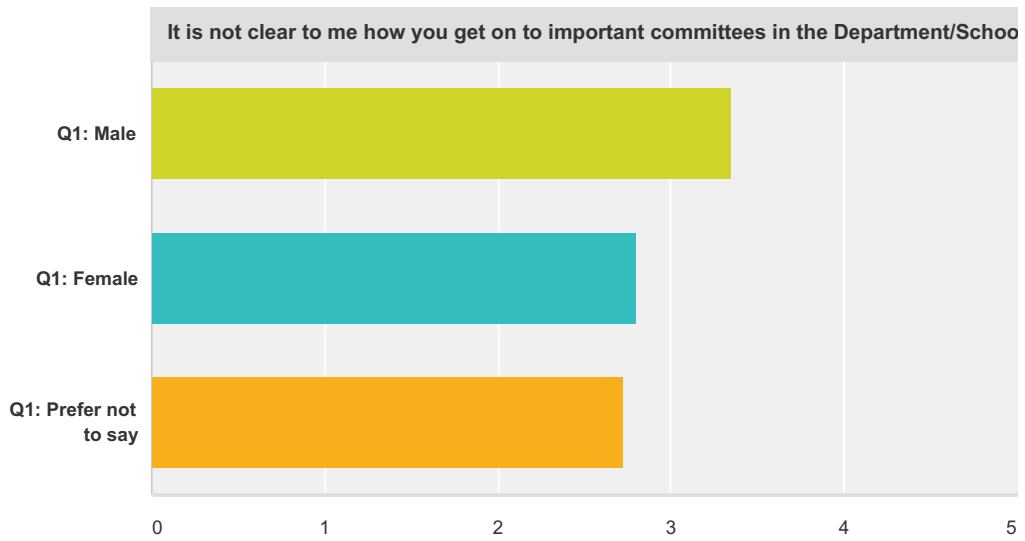
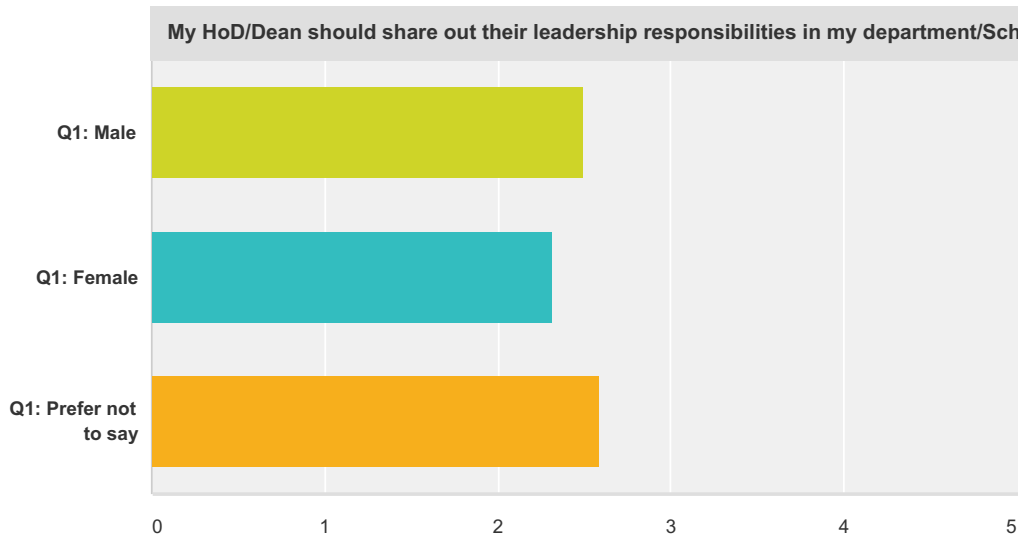
(no label)								
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q1: Male	15.66% 13	38.55% 32	26.51% 22	4.82% 4	7.23% 6	7.23% 6	56.46% 83	2.45
Q1: Female	24.14% 14	43.10% 25	25.86% 15	1.72% 1	1.72% 1	3.45% 2	39.46% 58	2.11
Q1: Prefer not to say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

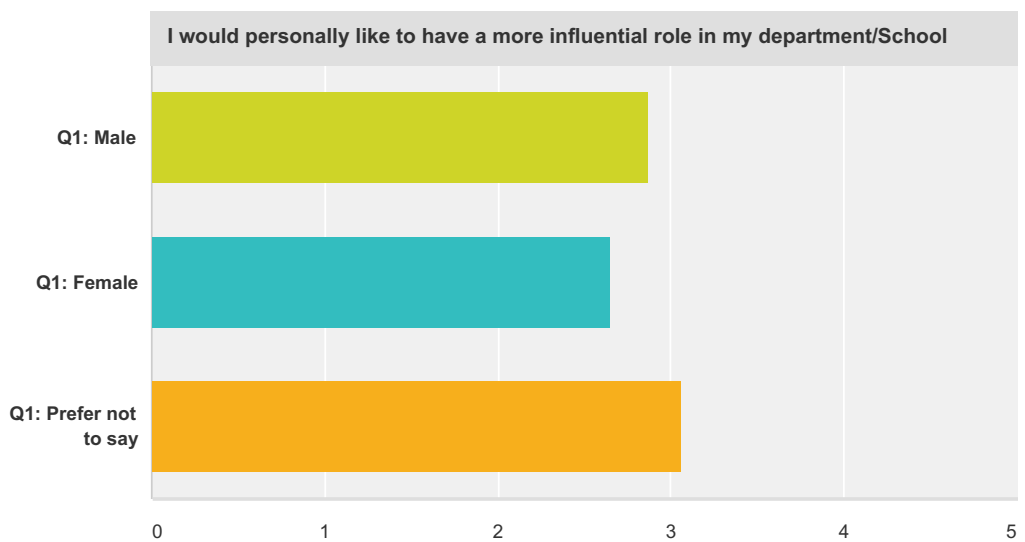
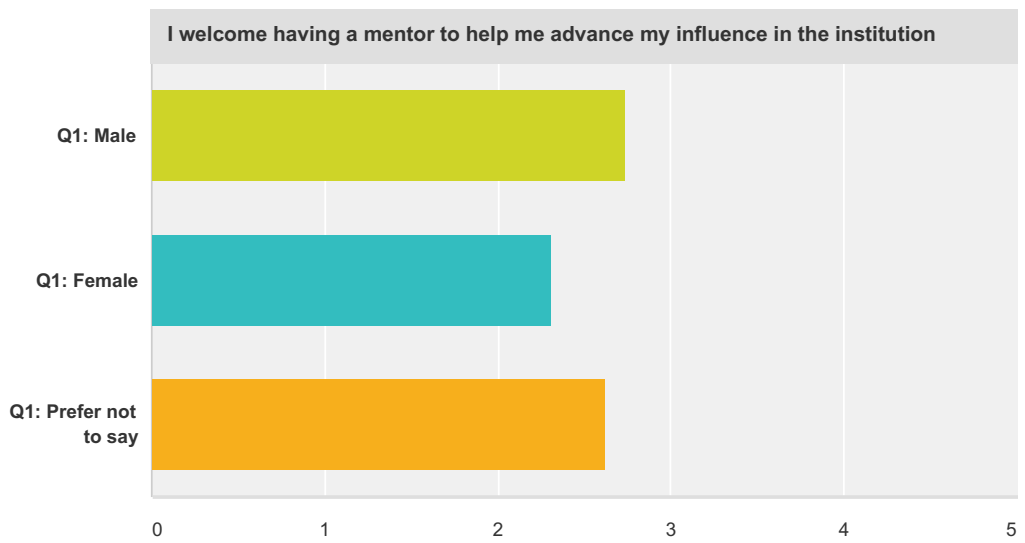
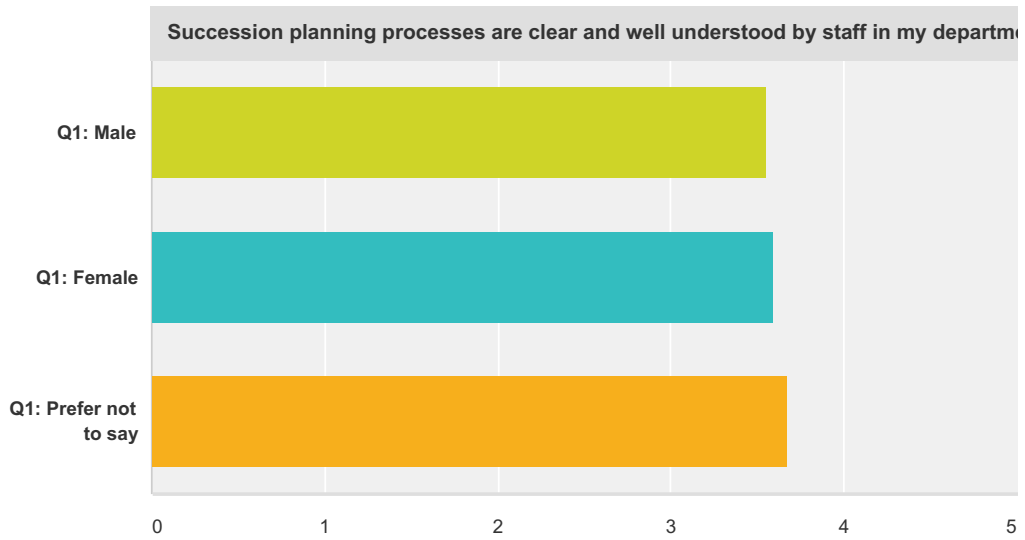
Answered: 346 Skipped: 36



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

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