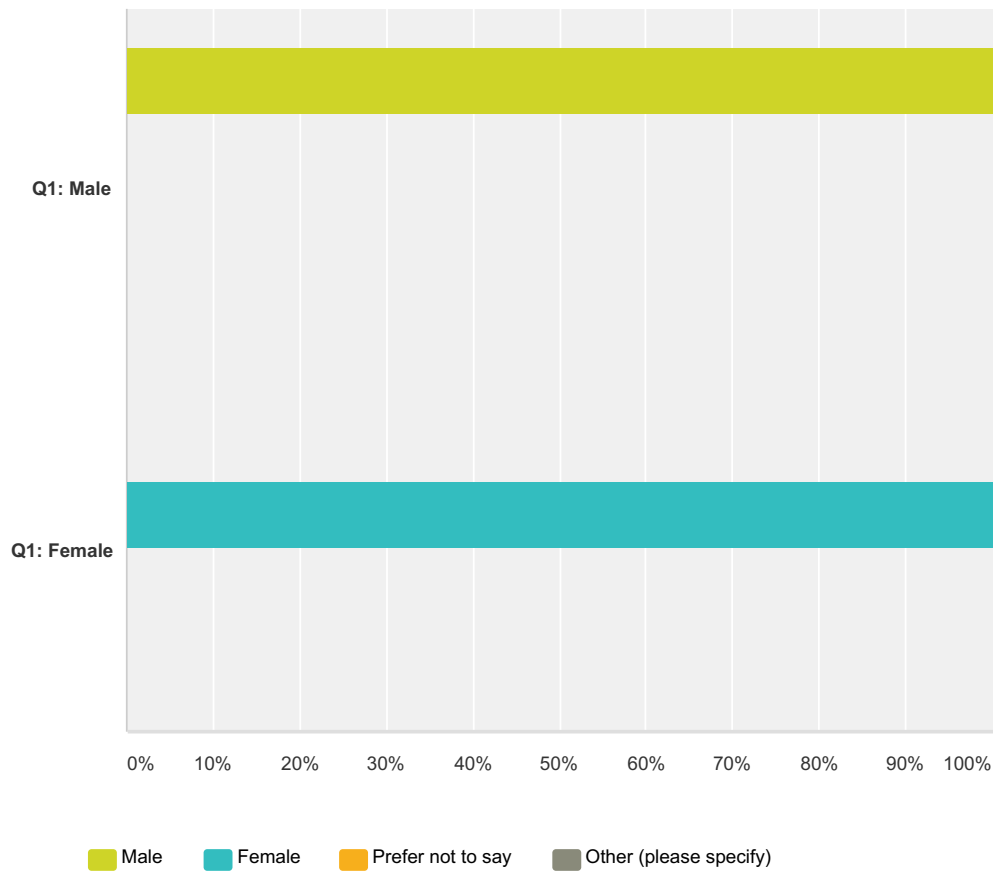


Q1 Do you identify as?

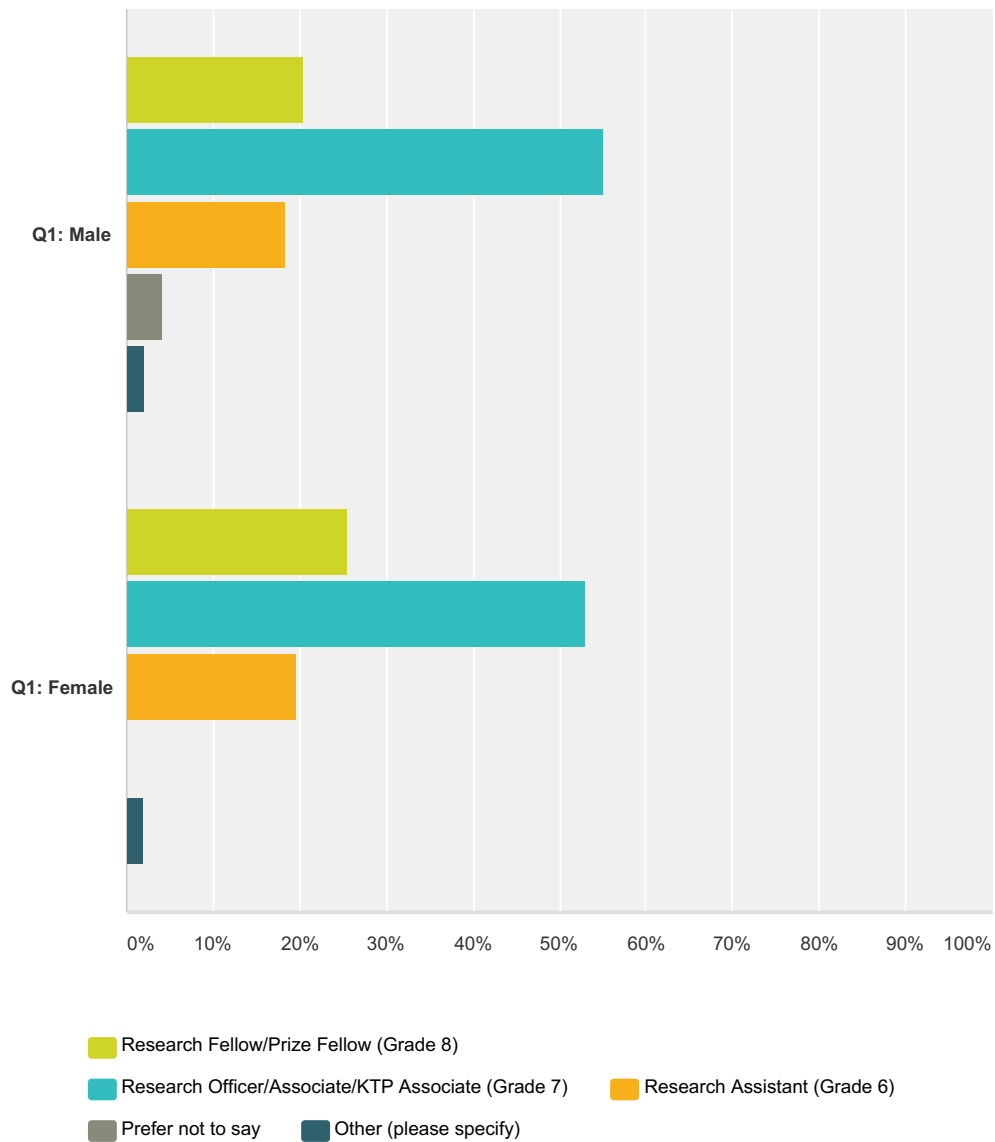
Answered: 100 Skipped: 0



	Male	Female	Prefer not to say	Other (please specify)	Total
Q1: Male	100.00% 49	0.00% 0	0.00% 0	0.00% 0	49.00% 49
Q1: Female	0.00% 0	100.00% 51	0.00% 0	0.00% 0	51.00% 51
Total Respondents	49	51	0	0	100

Q2 What is your current role?

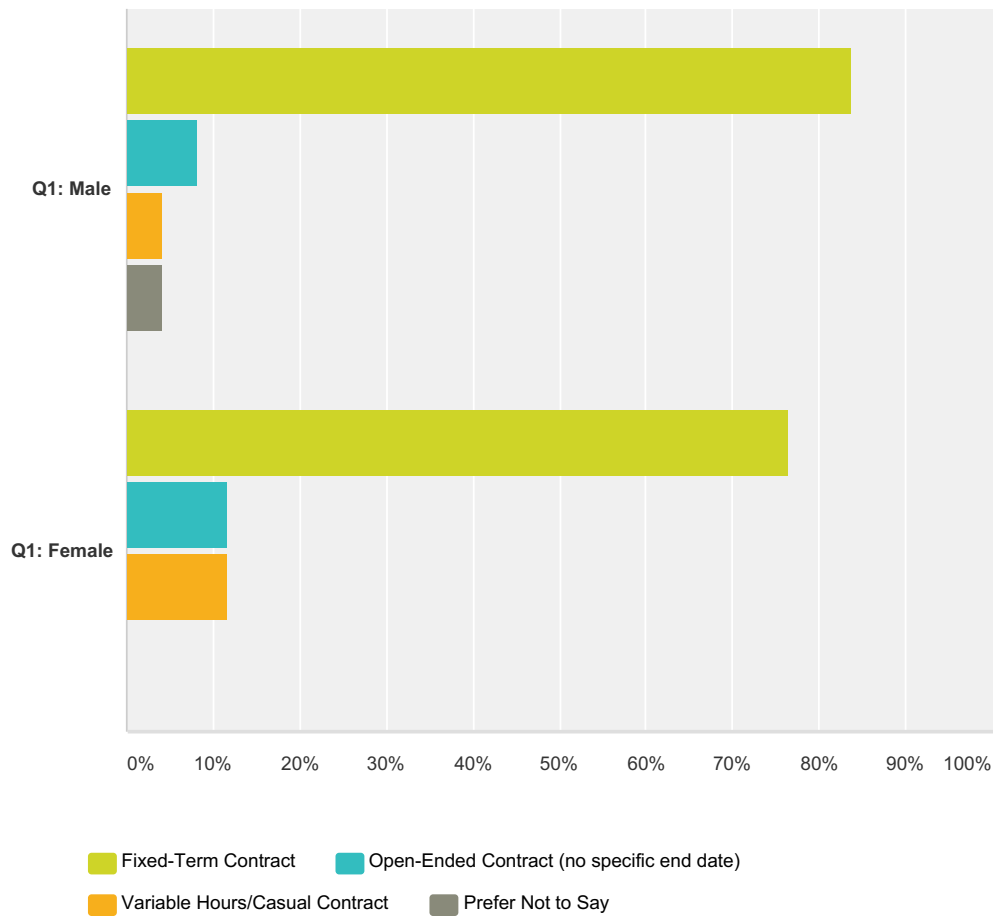
Answered: 100 Skipped: 0



	Research Fellow/Prize Fellow (Grade 8)	Research Officer/Associate/KTP Associate (Grade 7)	Research Assistant (Grade 6)	Prefer not to say	Other (please specify)	Total
Q1: Male	20.41% 10	55.10% 27	18.37% 9	4.08% 2	2.04% 1	49.00% 49
Q1: Female	25.49% 13	52.94% 27	19.61% 10	0.00% 0	1.96% 1	51.00% 51
Total Respondents	23	54	19	2	2	100

Q3 Are you on a

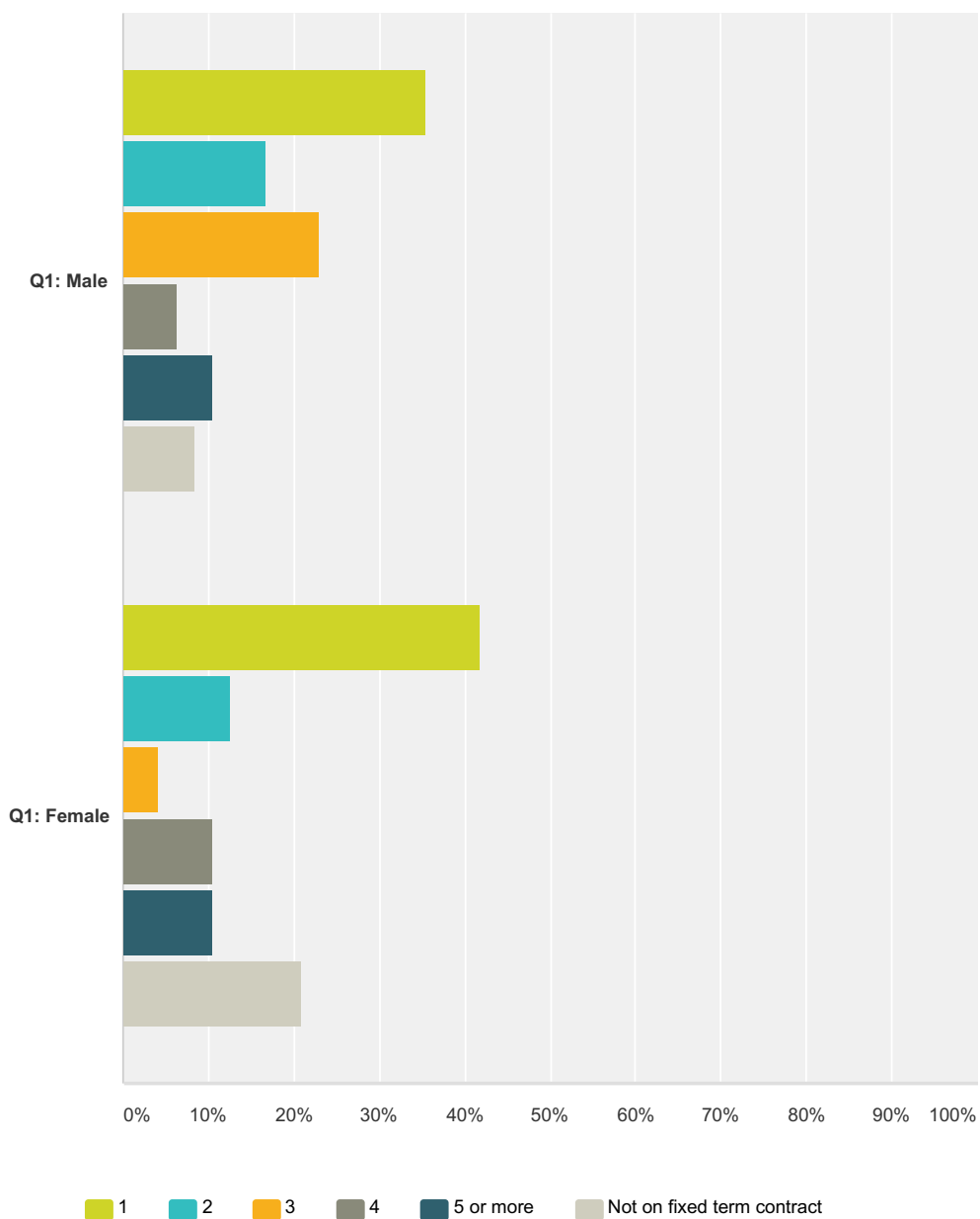
Answered: 100 Skipped: 0



	Fixed-Term Contract	Open-Ended Contract (no specific end date)	Variable Hours/Casual Contract	Prefer Not to Say	Total
Q1: Male	83.67% 41	8.16% 4	4.08% 2	4.08% 2	49.00% 49
Q1: Female	76.47% 39	11.76% 6	11.76% 6	0.00% 0	51.00% 51
Total Respondents	80	10	8	2	100

Q4 If you are currently on a fixed term contract - how many have you been employed on at the University of Bath?

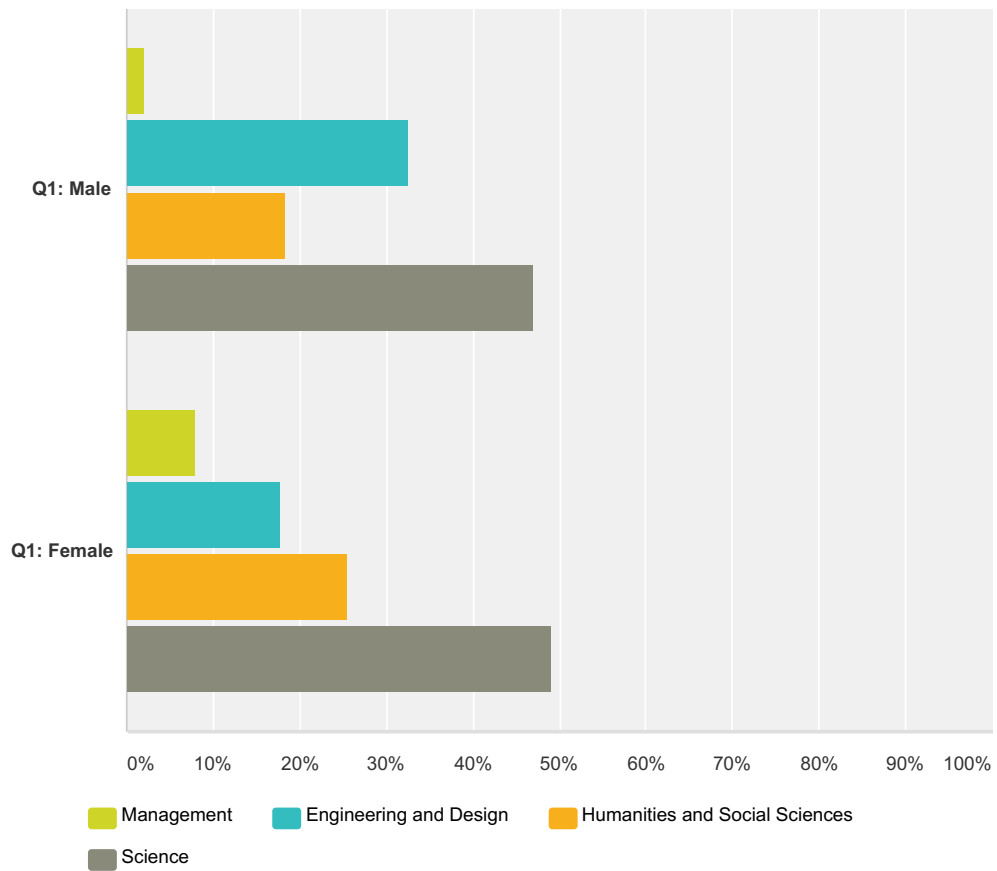
Answered: 96 Skipped: 4



	1	2	3	4	5 or more	Not on fixed term contract	Total
Q1: Male	35.42% 17	16.67% 8	22.92% 11	6.25% 3	10.42% 5	8.33% 4	50.00% 48
Q1: Female	41.67% 20	12.50% 6	4.17% 2	10.42% 5	10.42% 5	20.83% 10	50.00% 48
Total Respondents	37	14	13	8	10	14	96

Q5 Which Faculty/School are you in?

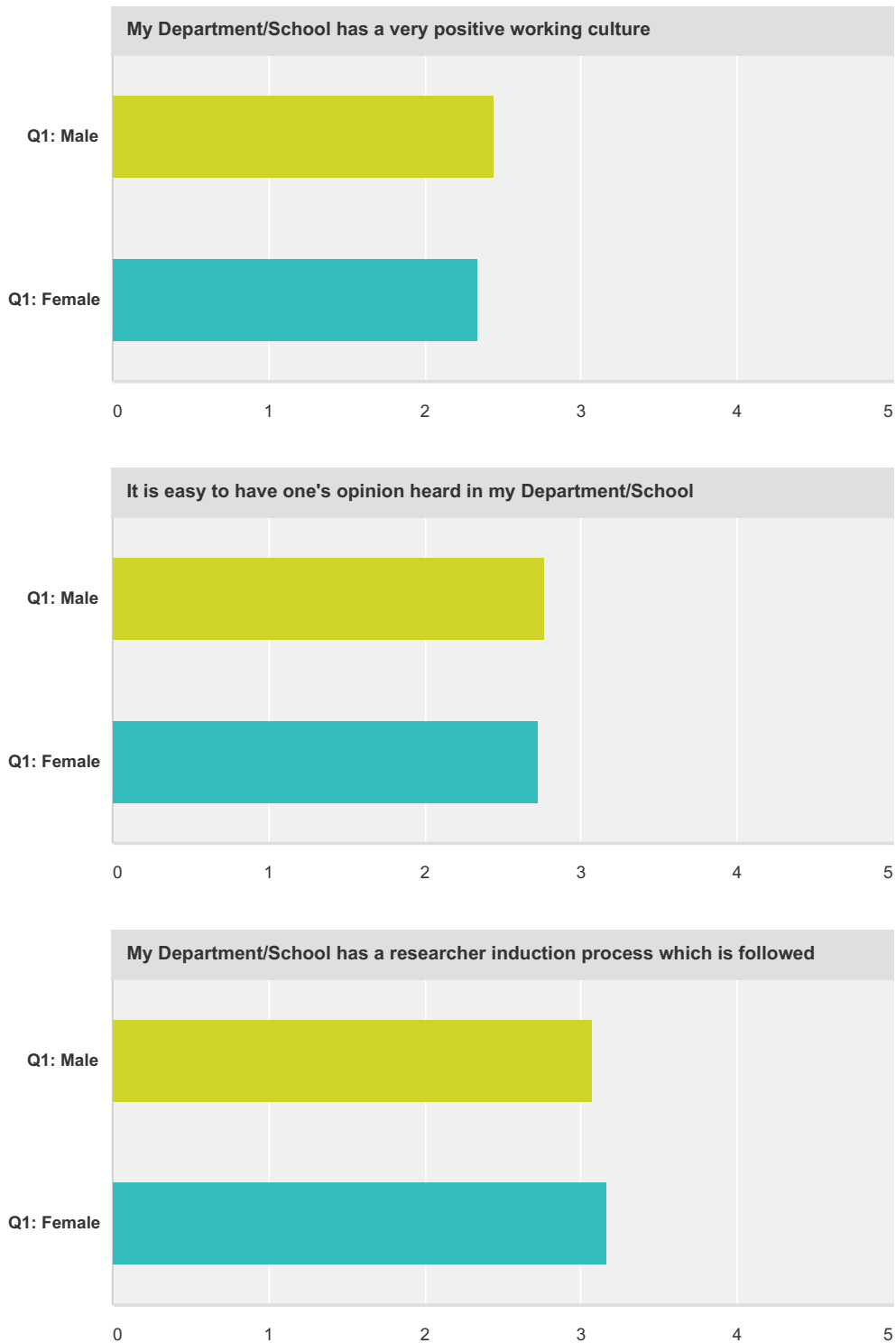
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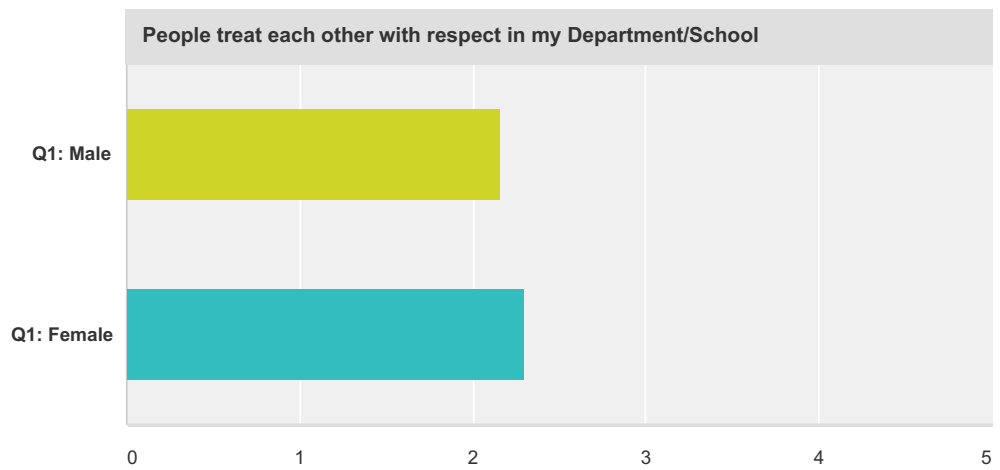
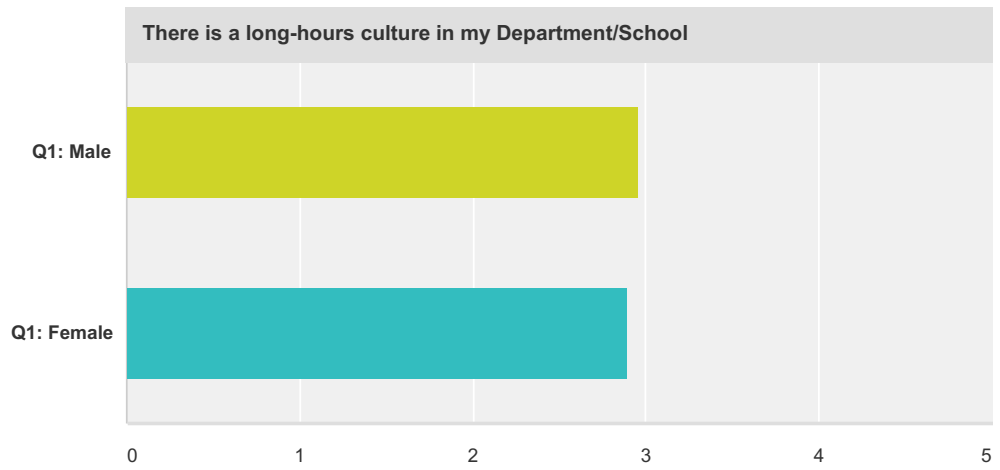
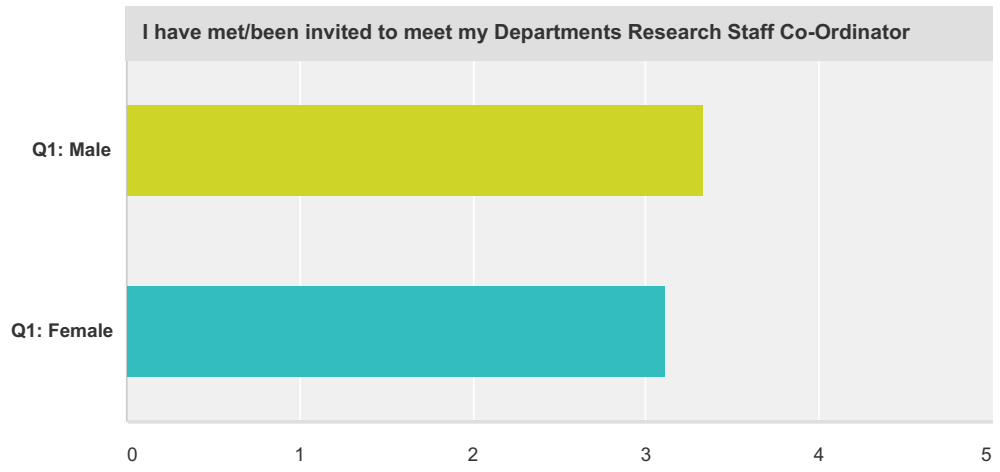


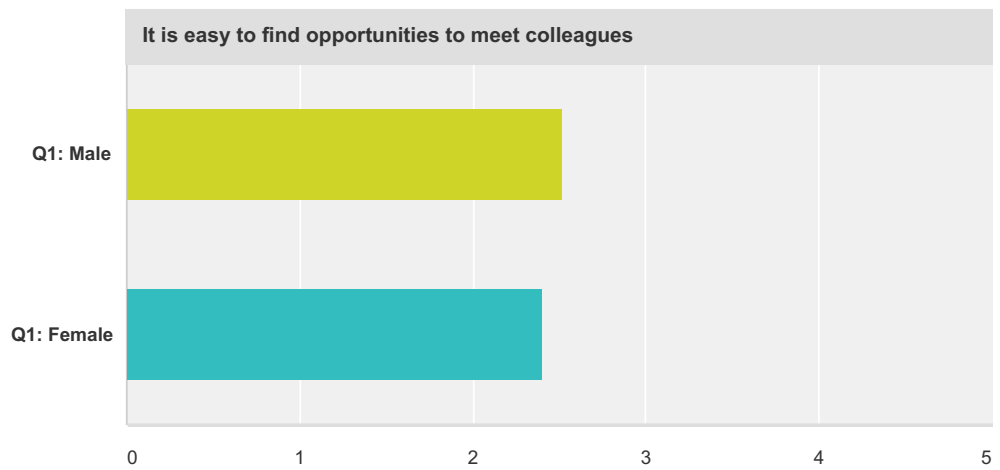
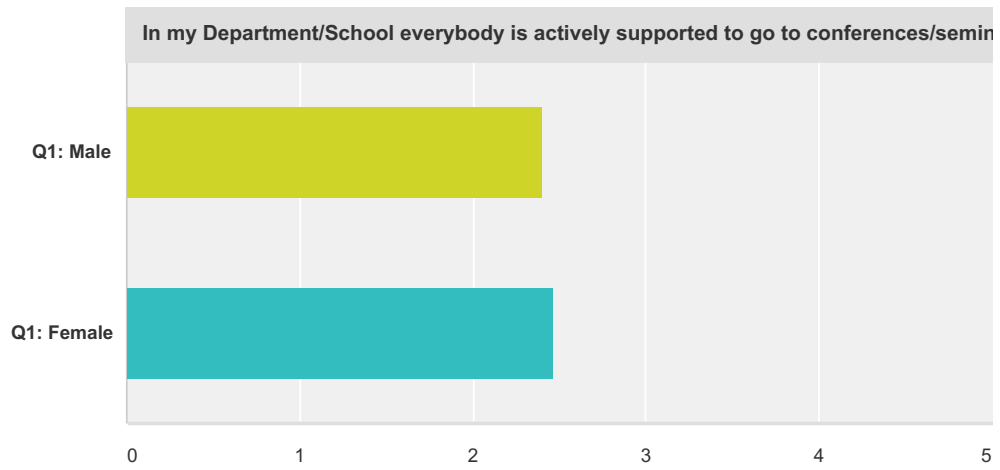
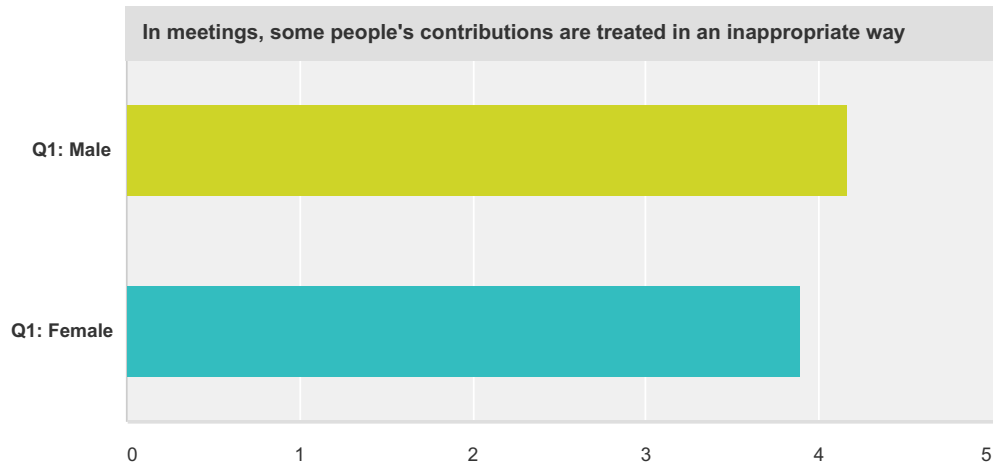
	Management	Engineering and Design	Humanities and Social Sciences	Science	Total
Q1: Male	2.04% 1	32.65% 16	18.37% 9	46.94% 23	49.00% 49
Q1: Female	7.84% 4	17.65% 9	25.49% 13	49.02% 25	51.00% 51
Total Respondents	5	25	22	48	100

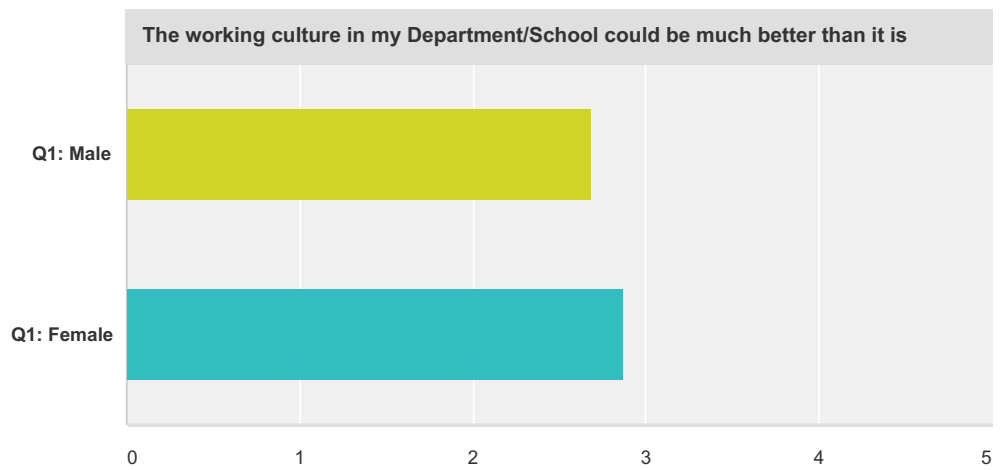
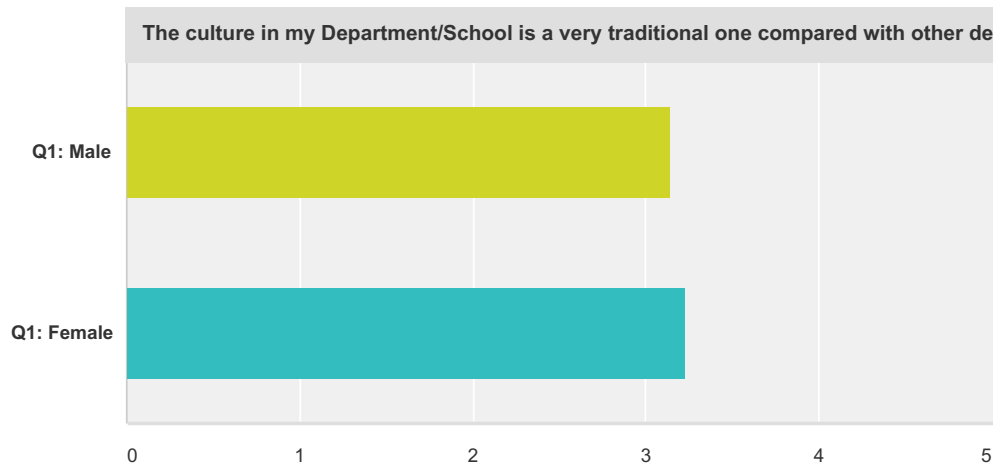
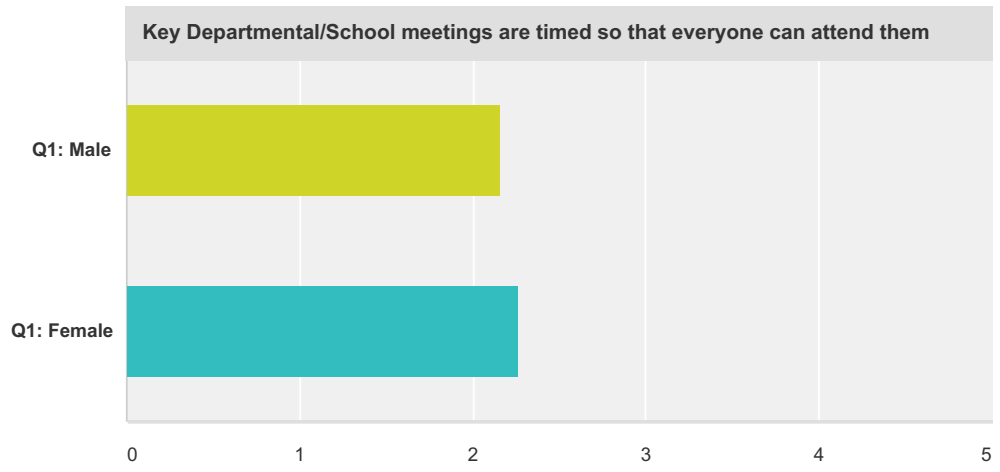
Q6 Please indicate how much you agree or disagree with the following statements by clicking on the relevant box in each question.

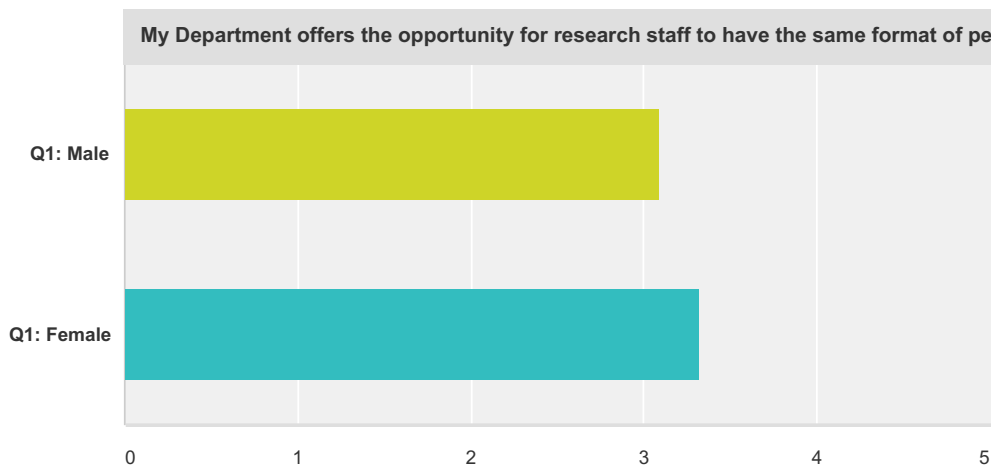
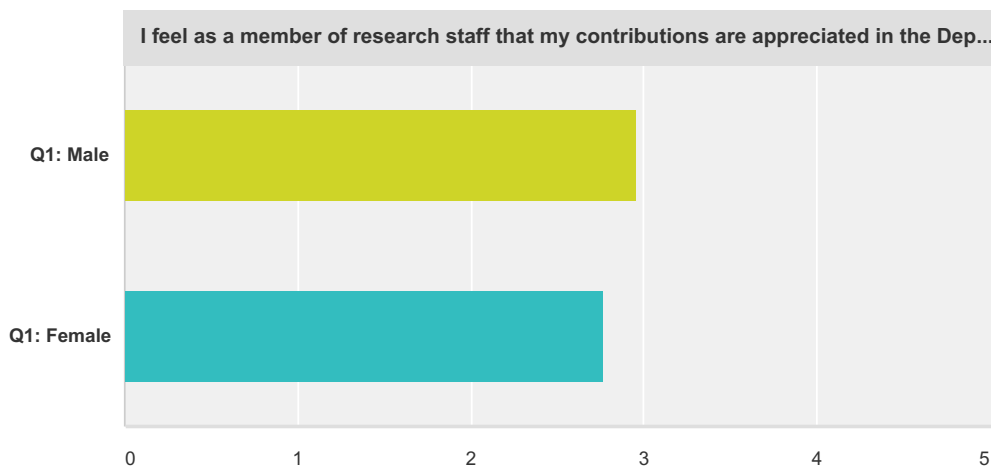
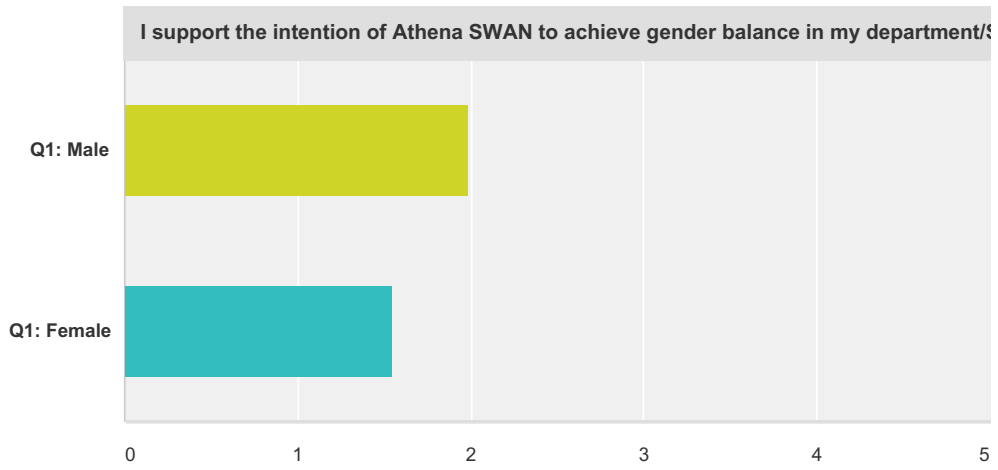
Answered: 92 Skipped: 8











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	17.78% 8	44.44% 20	20.00% 9	11.11% 5	6.67% 3	0.00% 0	48.91% 45	2.44	
Q1: Female	21.28% 10	42.55% 20	21.28% 10	10.64% 5	4.26% 2	0.00% 0	51.09% 47	2.34	
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	6.67% 3	35.56% 16	31.11% 14	22.22% 10	2.22% 1	2.22% 1	48.91% 45	2.77	

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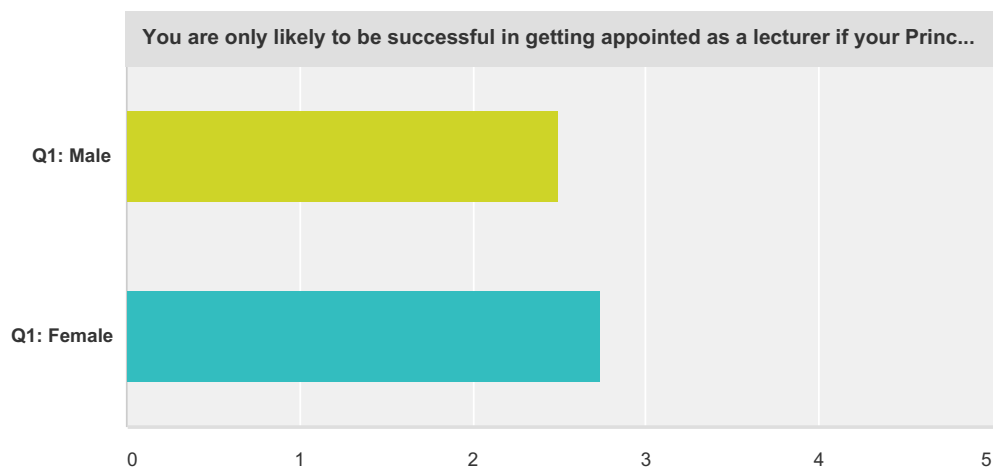
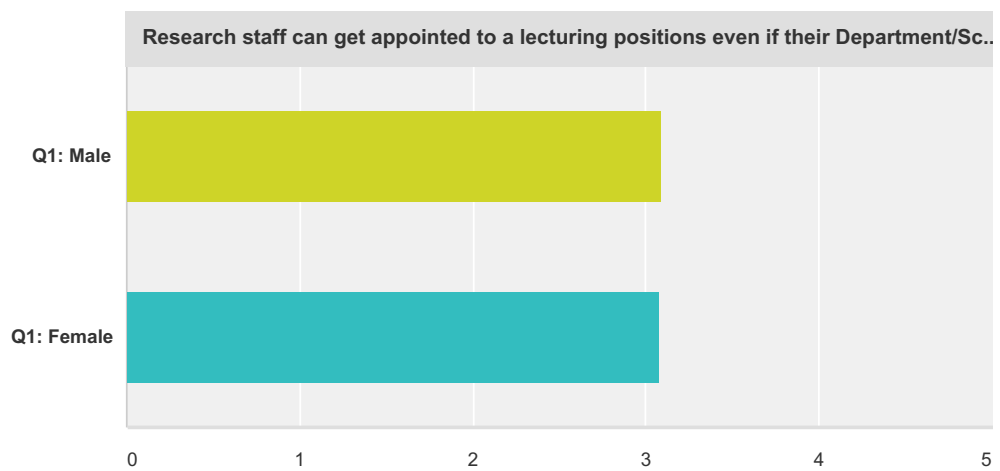
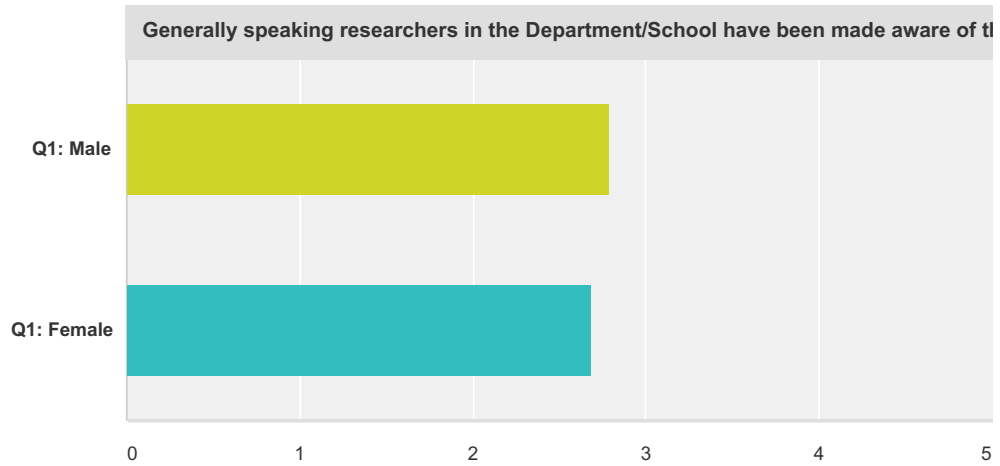
Q1: Female	10.64% 5	25.53% 12	44.68% 21	14.89% 7	2.13% 1	2.13% 1	51.09% 47	2.72
My Department/School has a researcher induction process which is followed								
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q1: Male	8.89% 4	31.11% 14	22.22% 10	20.00% 9	17.78% 8	0.00% 0	48.91% 45	3.07
Q1: Female	6.38% 3	23.40% 11	23.40% 11	29.79% 14	10.64% 5	6.38% 3	51.09% 47	3.16
I have met/been invited to meet my Departments Research Staff Co-Ordinator								
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q1: Male	13.33% 6	20.00% 9	13.33% 6	26.67% 12	26.67% 12	0.00% 0	48.91% 45	3.33
Q1: Female	6.38% 3	31.91% 15	17.02% 8	29.79% 14	12.77% 6	2.13% 1	51.09% 47	3.11
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	2.22% 1	20.00% 9	55.56% 25	15.56% 7	2.22% 1	4.44% 2	48.91% 45	2.95
Q1: Female	12.77% 6	23.40% 11	27.66% 13	34.04% 16	2.13% 1	0.00% 0	51.09% 47	2.89
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	22.22% 10	48.89% 22	17.78% 8	6.67% 3	2.22% 1	2.22% 1	48.91% 45	2.16
Q1: Female	19.15% 9	48.94% 23	21.28% 10	4.26% 2	6.38% 3	0.00% 0	51.09% 47	2.30
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	0.00% 0	2.22% 1	11.11% 5	48.89% 22	31.11% 14	6.67% 3	48.91% 45	4.17
Q1: Female	2.13% 1	4.26% 2	14.89% 7	55.32% 26	19.15% 9	4.26% 2	51.09% 47	3.89
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	17.78% 8	44.44% 20	22.22% 10	11.11% 5	4.44% 2	0.00% 0	48.91% 45	2.40
Q1: Female	4.26% 2	57.45% 27	27.66% 13	4.26% 2	4.26% 2	2.13% 1	51.09% 47	2.46
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	13.33% 6	35.56% 16	35.56% 16	11.11% 5	2.22% 1	2.22% 1	48.91% 45	2.52
Q1: Female	17.02% 8	44.68% 21	17.02% 8	12.77% 6	4.26% 2	4.26% 2	51.09% 47	2.40
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	15.56% 7	48.89% 22	31.11% 14	0.00% 0	0.00% 0	4.44% 2	48.91% 45	2.16
Q1: Female	10.64% 5	51.06% 24	27.66% 13	4.26% 2	0.00% 0	6.38% 3	51.09% 47	2.27
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

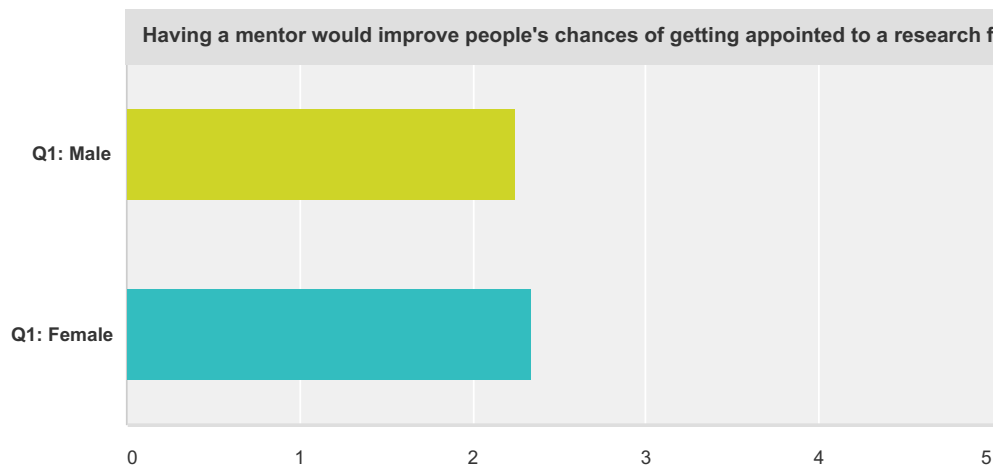
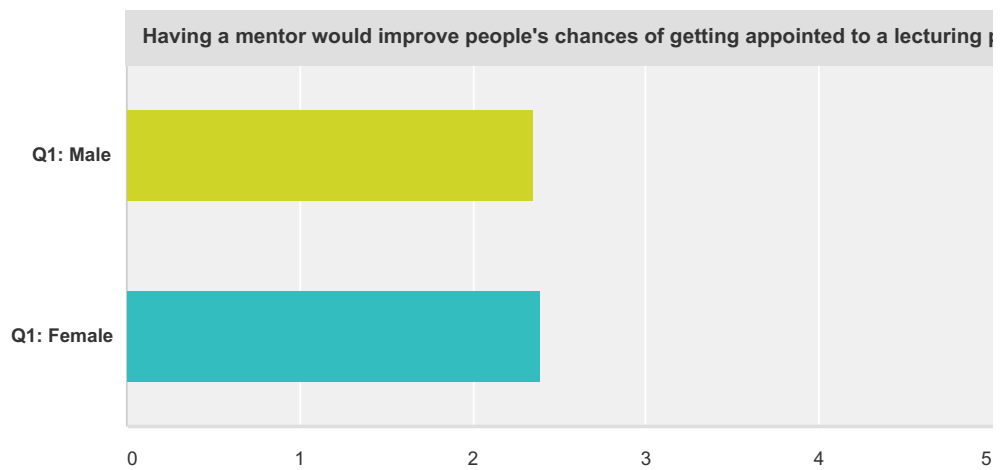
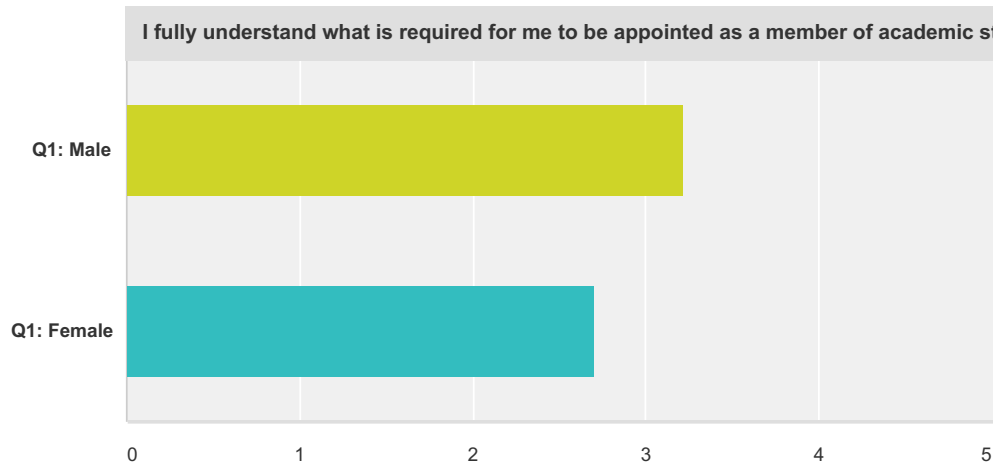
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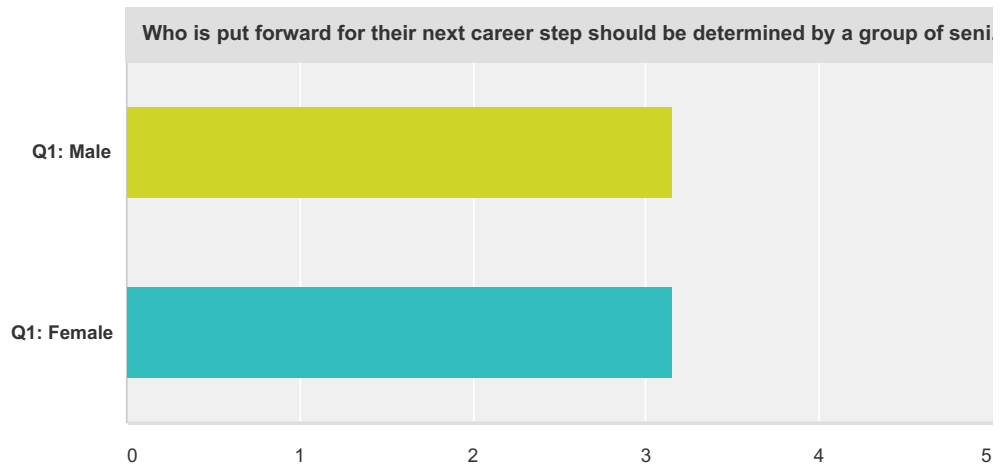
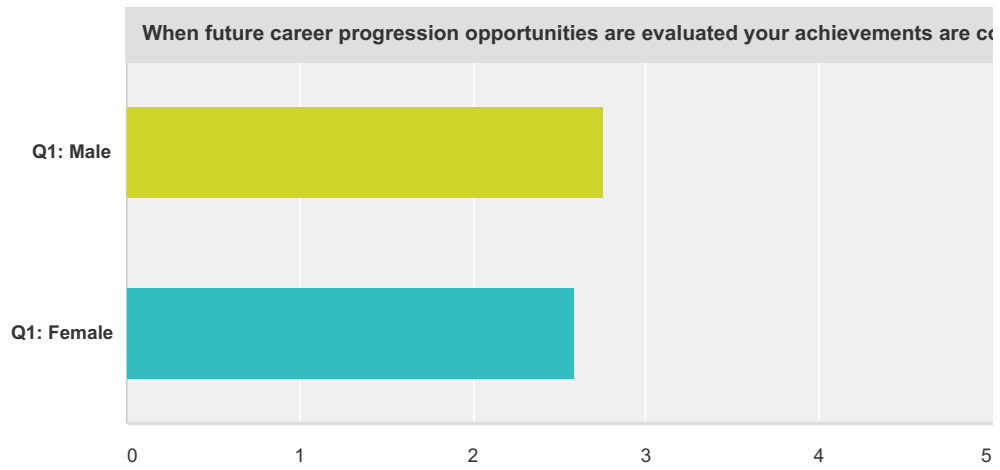
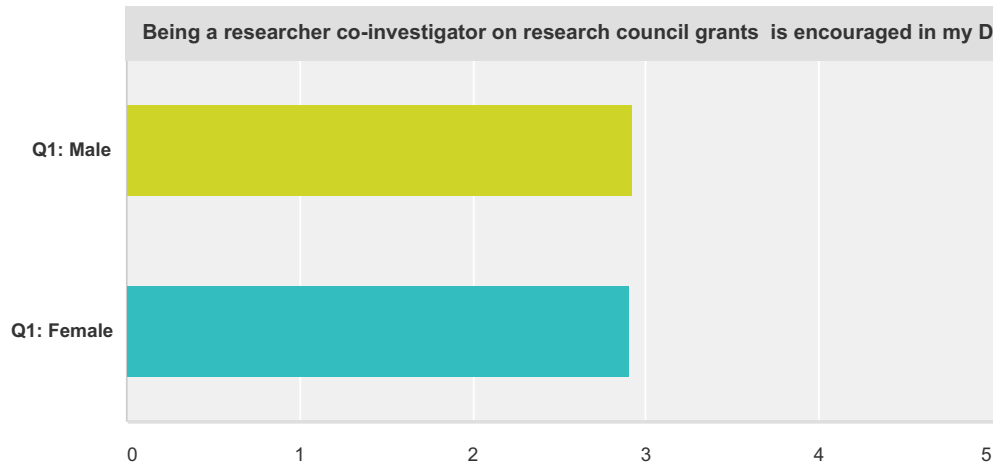
Q1: Male	2.22% 1	11.11% 5	55.56% 25	20.00% 9	4.44% 2	6.67% 3	48.91% 45	3.14
Q1: Female	0.00% 0	10.64% 5	53.19% 25	27.66% 13	2.13% 1	6.38% 3	51.09% 47	3.23
The working culture in my Department/School could be much better than it is								
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q1: Male	17.78% 8	22.22% 10	33.33% 15	22.22% 10	2.22% 1	2.22% 1	48.91% 45	2.68
Q1: Female	14.89% 7	23.40% 11	29.79% 14	23.40% 11	8.51% 4	0.00% 0	51.09% 47	2.87
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	37.78% 17	33.33% 15	20.00% 9	4.44% 2	2.22% 1	2.22% 1	48.91% 45	1.98
Q1: Female	59.57% 28	29.79% 14	8.51% 4	0.00% 0	2.13% 1	0.00% 0	51.09% 47	1.55
I feel as a member of research staff that my contributions are appreciated in the Department								
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q1: Male	4.44% 2	31.11% 14	35.56% 16	17.78% 8	8.89% 4	2.22% 1	48.91% 45	2.95
Q1: Female	10.64% 5	31.91% 15	38.30% 18	8.51% 4	10.64% 5	0.00% 0	51.09% 47	2.77
My Department offers the opportunity for research staff to have the same format of personal profile webpages as academic staff								
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q1: Male	11.11% 5	24.44% 11	20.00% 9	24.44% 11	15.56% 7	4.44% 2	48.91% 45	3.09
Q1: Female	10.64% 5	14.89% 7	25.53% 12	19.15% 9	23.40% 11	6.38% 3	51.09% 47	3.32
	Q1: Male			Q1: Female			Total	
Are there any comments or caveats you would like to make relating to your responses above?	9			7			16	

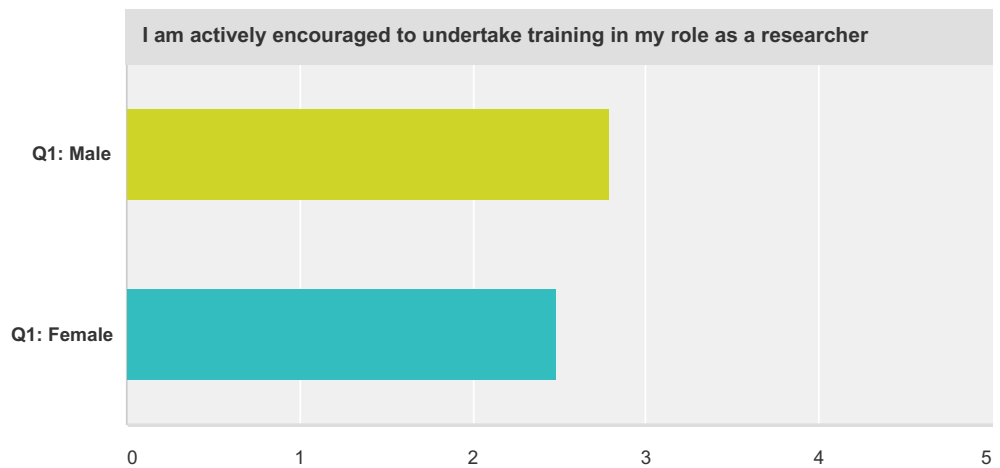
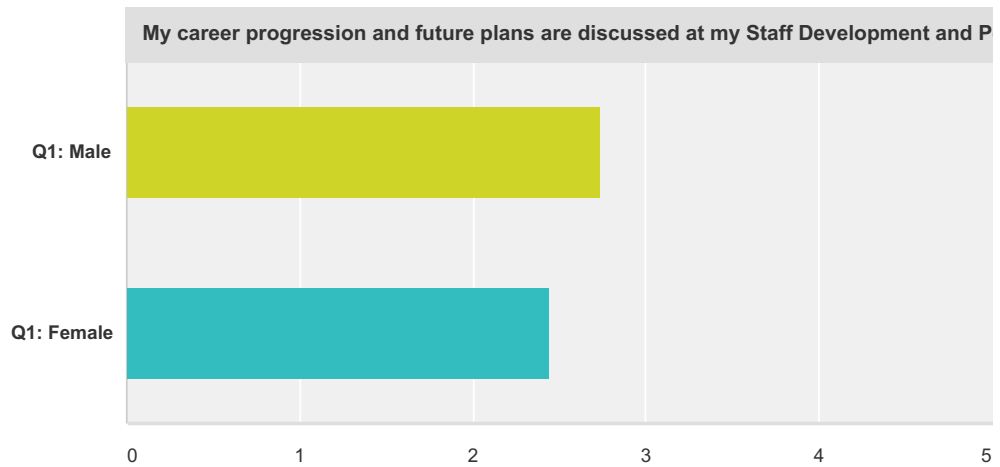
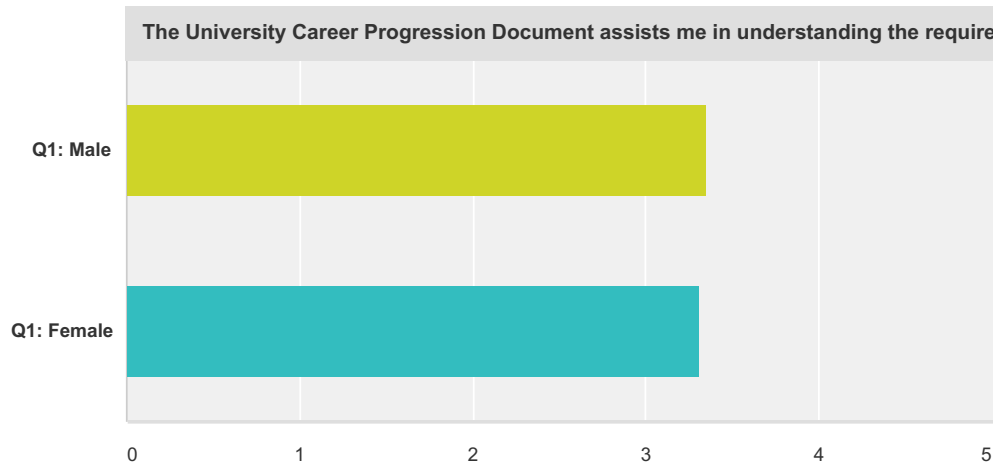
Q7 Please indicate how much you agree or disagree with the following statements by clicking on the relevant box in each question.

Answered: 81 Skipped: 19









Generally speaking researchers in the Department/School have been made aware of the recent lectureship vacancies in my Department/School.									
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average	
Q1: Male	7.69% 3	38.46% 15	30.77% 12	12.82% 5	10.26% 4	0.00% 0	48.15% 39		2.79
Q1: Female	14.29% 6	30.95% 13	19.05% 8	16.67% 7	7.14% 3	11.90% 5	51.85% 42		2.68
Research staff can get appointed to a lecturing positions even if their Department/School already has a lot of internal appointees.									
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average	
Q1: Male	5.13% 2	20.51% 8	33.33% 13	17.95% 7	10.26% 4	12.82% 5	48.15% 39		3.09

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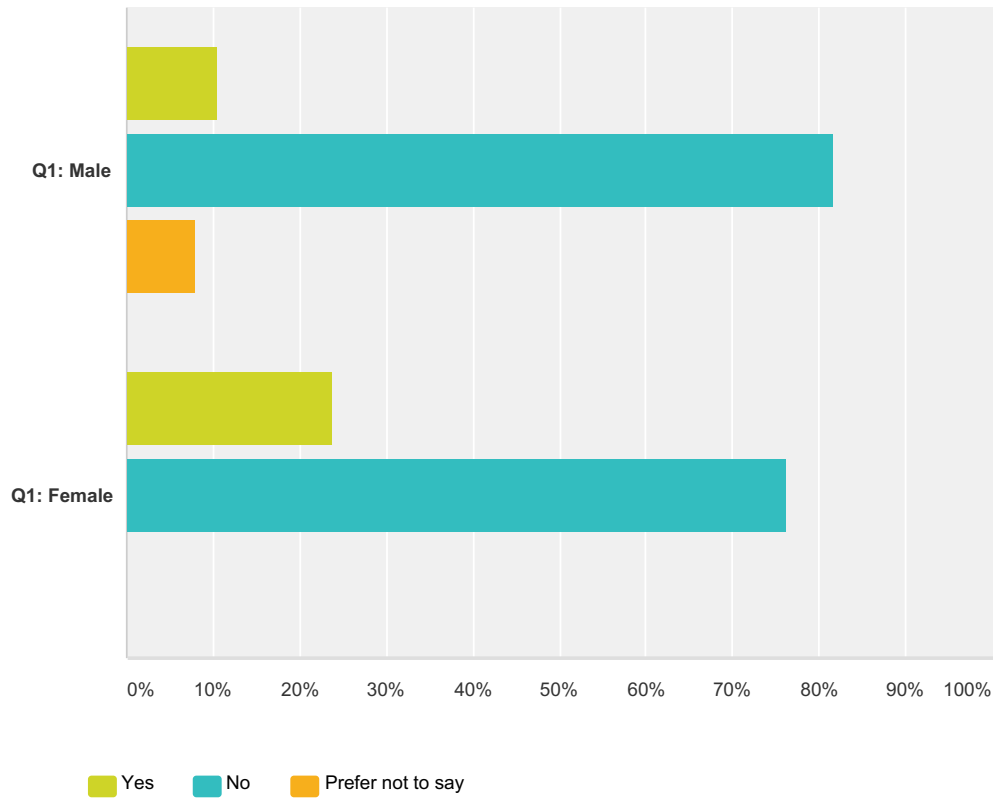
Q1: Female	7.14% 3	14.29% 6	40.48% 17	16.67% 7	9.52% 4	11.90% 5	51.85% 42	3.08
You are only likely to be successful in getting appointed as a lecturer if your Principal Investigator or other senior members in the Department/School actively invite you to apply								
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q1: Male	20.51% 8	25.64% 10	28.21% 11	10.26% 4	5.13% 2	10.26% 4	48.15% 39	2.49
Q1: Female	9.52% 4	28.57% 12	35.71% 15	9.52% 4	7.14% 3	9.52% 4	51.85% 42	2.74
I fully understand what is required for me to be appointed as a member of academic staff								
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q1: Male	0.00% 0	39.47% 15	10.53% 4	39.47% 15	10.53% 4	0.00% 0	46.91% 38	3.21
Q1: Female	21.43% 9	23.81% 10	16.67% 7	28.57% 12	4.76% 2	4.76% 2	51.85% 42	2.70
Having a mentor would improve people's chances of getting appointed to a lecturing position								
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q1: Male	10.53% 4	50.00% 19	31.58% 12	2.63% 1	2.63% 1	2.63% 1	46.91% 38	2.35
Q1: Female	19.05% 8	38.10% 16	26.19% 11	11.90% 5	2.38% 1	2.38% 1	51.85% 42	2.39
Having a mentor would improve people's chances of getting appointed to a research fellow position								
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q1: Male	10.26% 4	56.41% 22	28.21% 11	2.56% 1	0.00% 0	2.56% 1	48.15% 39	2.24
Q1: Female	19.05% 8	40.48% 17	26.19% 11	9.52% 4	2.38% 1	2.38% 1	51.85% 42	2.34
Being a researcher co-investigator on research council grants is encouraged in my Department/School								
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q1: Male	12.82% 5	23.08% 9	33.33% 13	15.38% 6	12.82% 5	2.56% 1	48.15% 39	2.92
Q1: Female	2.38% 1	30.95% 13	38.10% 16	16.67% 7	4.76% 2	7.14% 3	51.85% 42	2.90
When future career progression opportunities 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	15.38% 6	15.38% 6	46.15% 18	12.82% 5	5.13% 2	5.13% 2	48.15% 39	2.76
Q1: Female	11.90% 5	28.57% 12	33.33% 14	11.90% 5	2.38% 1	11.90% 5	51.85% 42	2.59
Who is put forward for their next career step 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	7.69% 3	23.08% 9	25.64% 10	33.33% 13	10.26% 4	0.00% 0	48.15% 39	3.15
Q1: Female	9.52% 4	16.67% 7	28.57% 12	30.95% 13	9.52% 4	4.76% 2	51.85% 42	3.15
The University Career Progression Document assists me in understanding the requirements for career progression								
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q1: Male	0.00% 0	10.26% 4	38.46% 15	23.08% 9	7.69% 3	20.51% 8	48.15% 39	3.35

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Q1: Female	2.38% 1	14.29% 6	28.57% 12	35.71% 15	4.76% 2	14.29% 6	51.85% 42	3.31
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	17.95% 7	30.77% 12	17.95% 7	15.38% 6	12.82% 5	5.13% 2	48.15% 39	2.73
Q1: Female	19.05% 8	38.10% 16	9.52% 4	9.52% 4	9.52% 4	14.29% 6	51.85% 42	2.44
I am actively encouraged to undertake training in my role as a researcher								
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q1: Male	12.82% 5	38.46% 15	15.38% 6	23.08% 9	10.26% 4	0.00% 0	48.15% 39	2.79
Q1: Female	19.05% 8	35.71% 15	23.81% 10	9.52% 4	7.14% 3	4.76% 2	51.85% 42	2.48
	Q1: Male		Q1: Female				Total	
Are there any comments or caveats you would like to make relating to participation and promotion practices?	13		8				21	

Q8 Do you participate in the University's mentoring scheme?

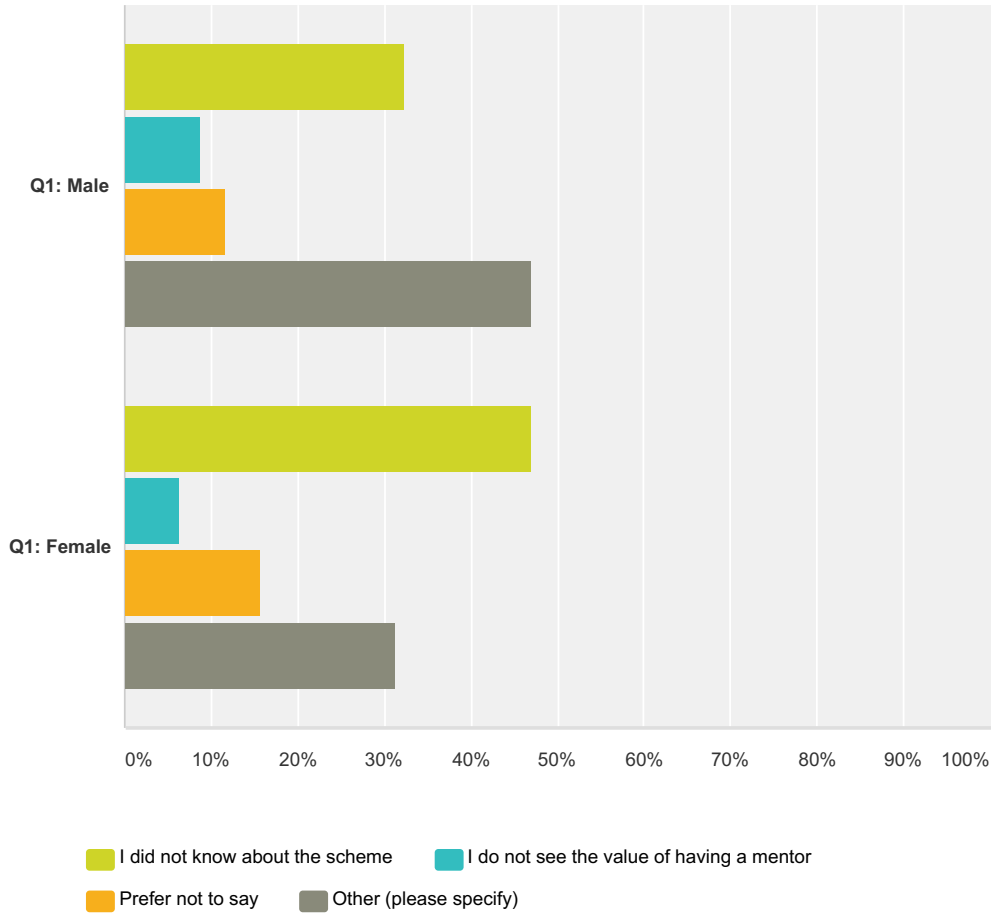
Answered: 80 Skipped: 20



	Yes	No	Prefer not to say	Total
Q1: Male	10.53% 4	81.58% 31	7.89% 3	47.50% 38
Q1: Female	23.81% 10	76.19% 32	0.00% 0	52.50% 42
Total Respondents	14	63	3	80

Q9 You stated that you do not participate (or preferred not to say) in the University mentoring scheme. Please let us know your reasons

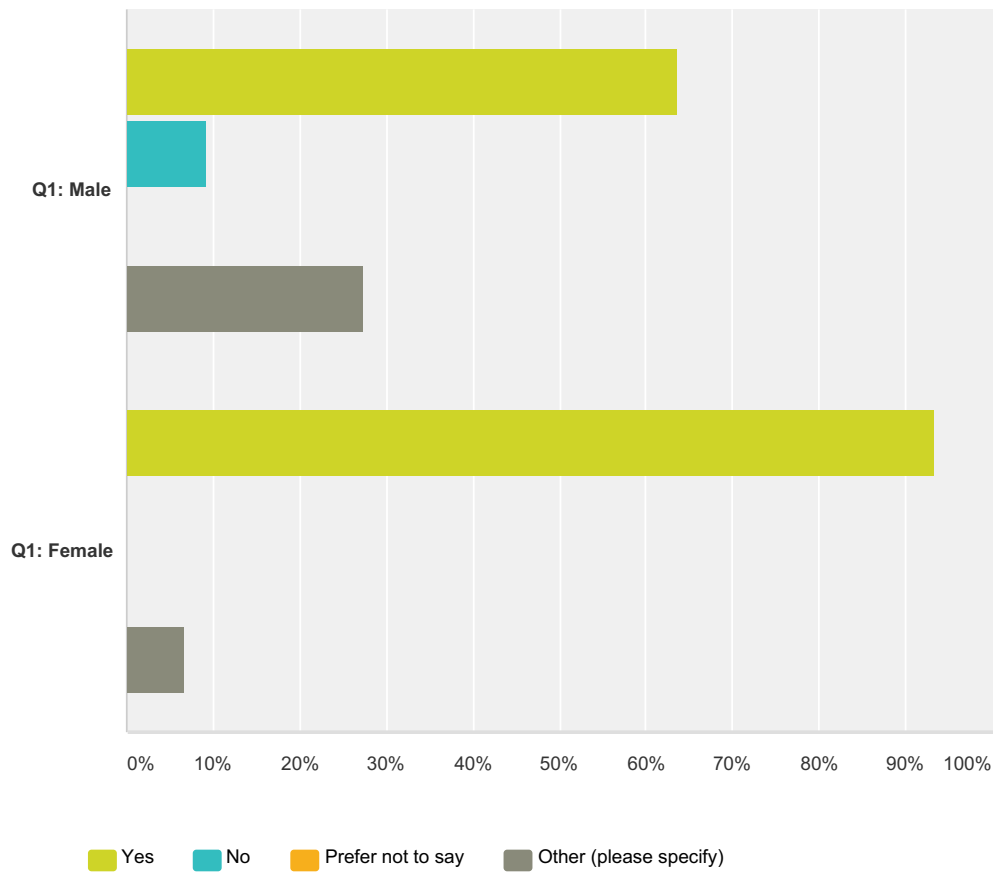
Answered: 66 Skipped: 34



	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	32.35% 11	8.82% 3	11.76% 4	47.06% 16	51.52% 34
Q1: Female	46.88% 15	6.25% 2	15.63% 5	31.25% 10	48.48% 32
Total Respondents	26	5	9	26	66

Q10 If you had known about the mentoring scheme - would you be interested in having or being a mentor?

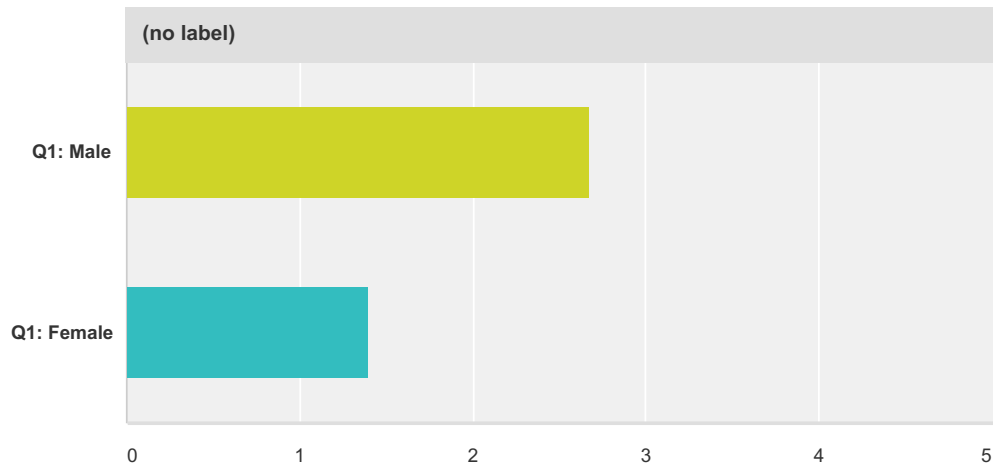
Answered: 26 Skipped: 74



	Yes	No	Prefer not to say	Other (please specify)	Total
Q1: Male	63.64% 7	9.09% 1	0.00% 0	27.27% 3	42.31% 11
Q1: Female	93.33% 14	0.00% 0	0.00% 0	6.67% 1	57.69% 15
Total Respondents	21	1	0	4	26

Q11 The mentoring scheme has been of help to me

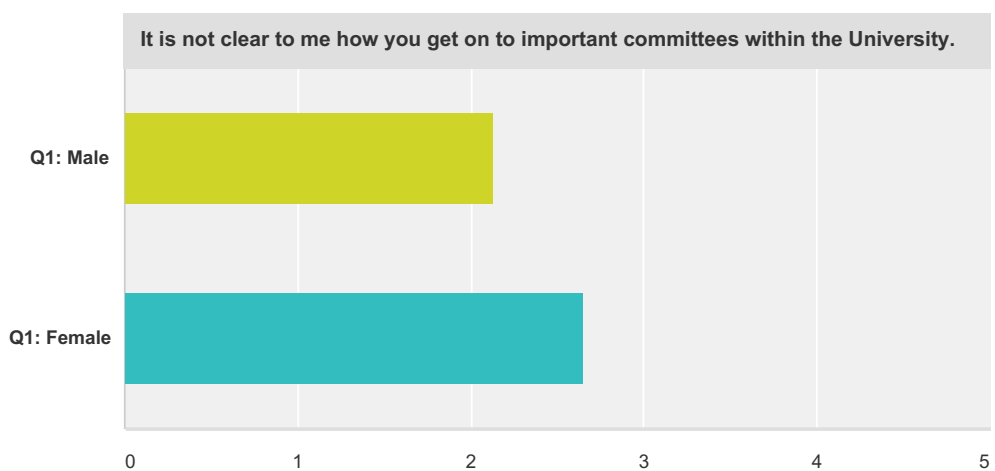
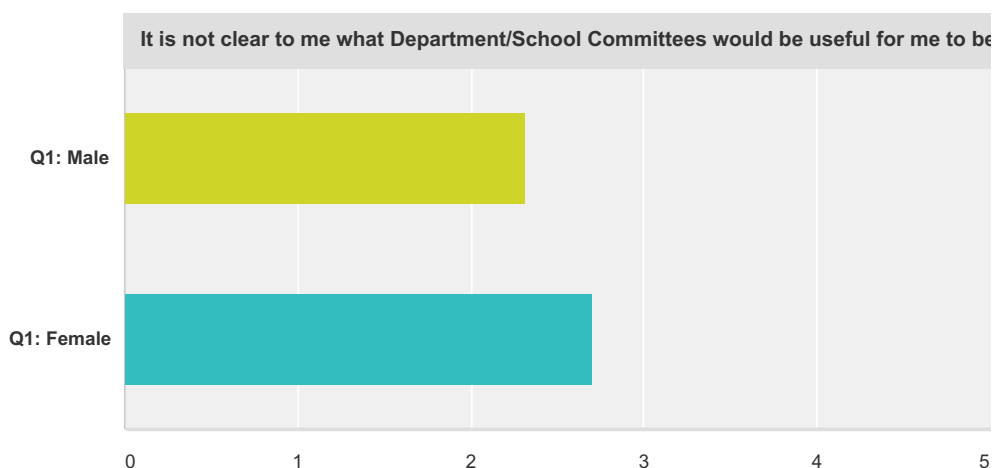
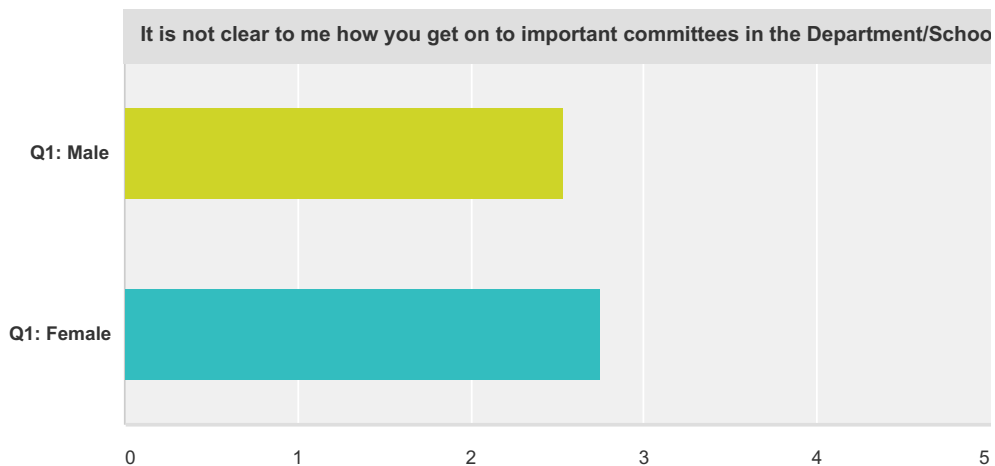
Answered: 14 Skipped: 86

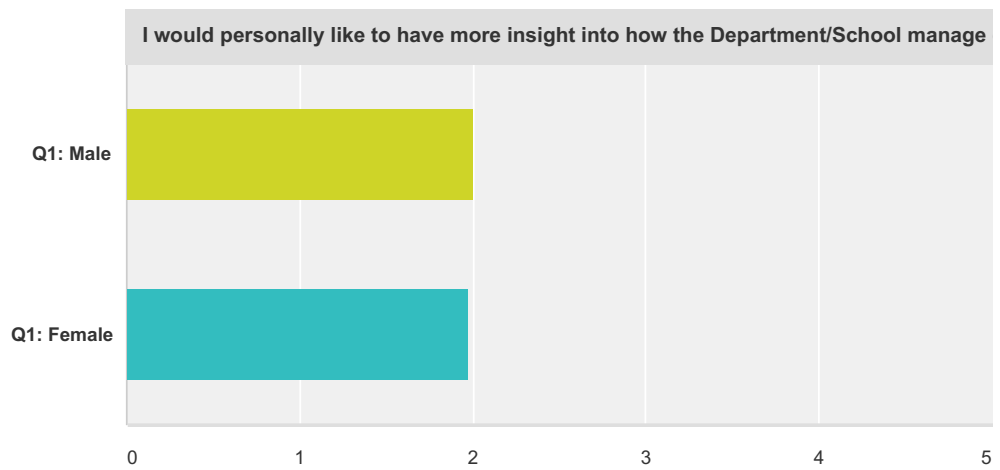
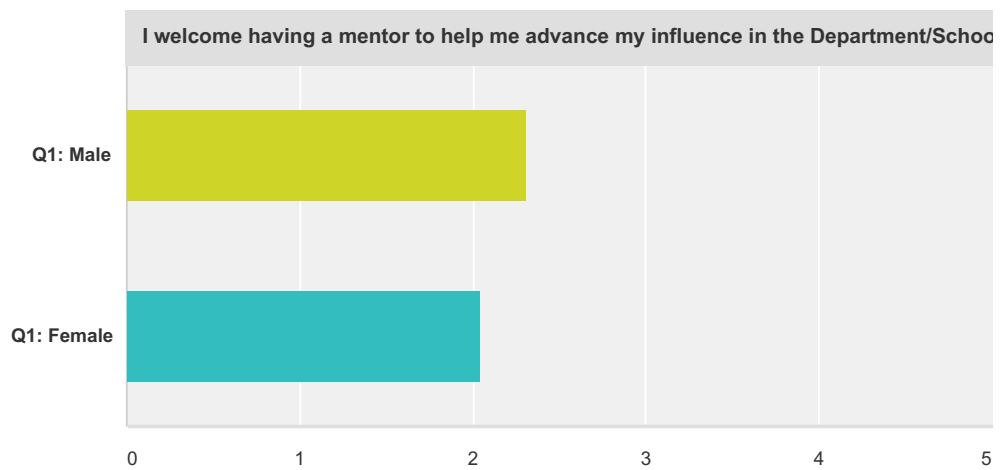
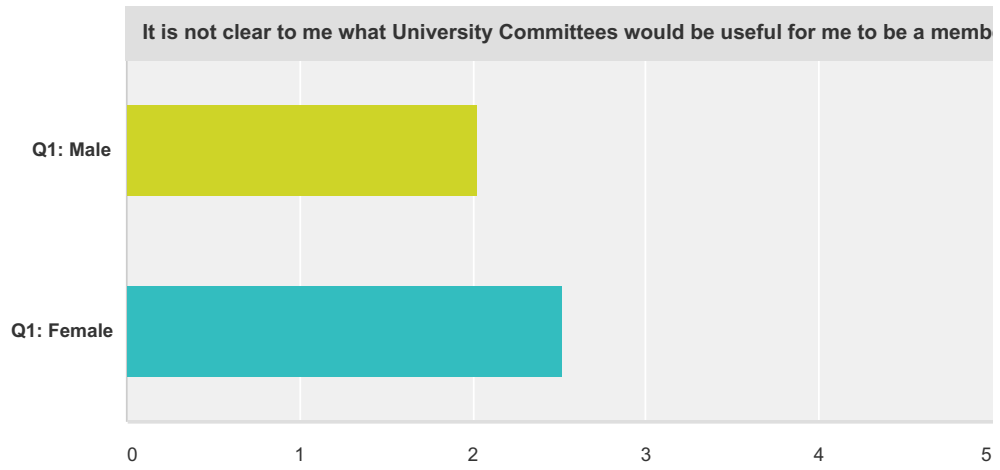


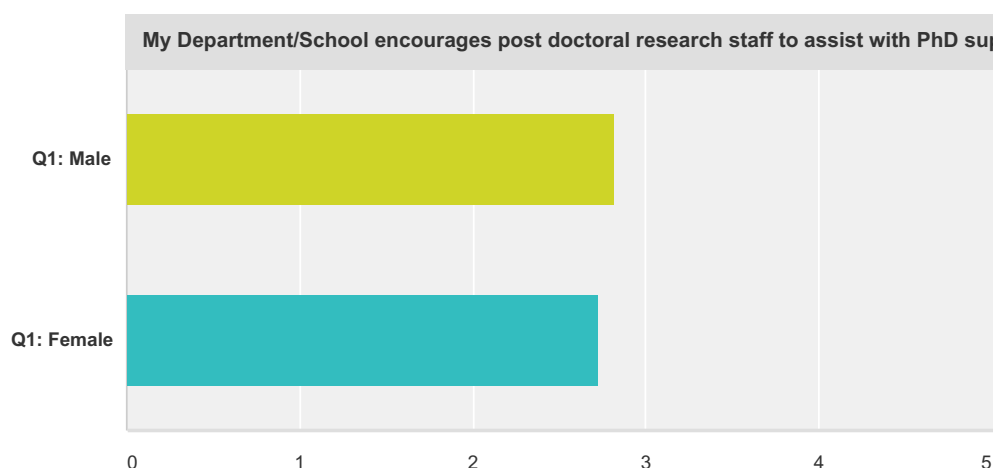
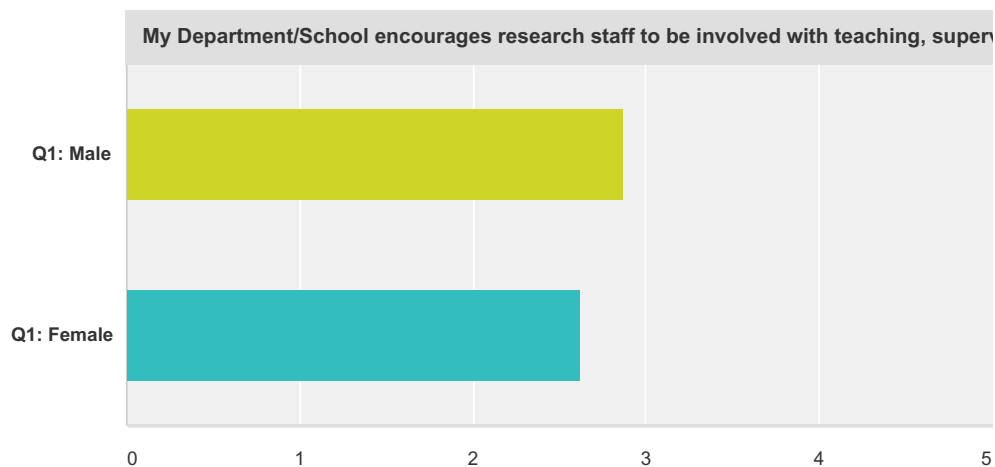
(no label)								
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q1: Male	0.00% 0	50.00% 2	0.00% 0	25.00% 1	0.00% 0	25.00% 1	28.57% 4	2.67
Q1: Female	60.00% 6	40.00% 4	0.00% 0	0.00% 0	0.00% 0	0.00% 0	71.43% 10	1.40

Q12 Please indicate how much you agree or disagree with the following statements by clicking on the relevant box in each question.

Answered: 78 Skipped: 22







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	15.79% 6	36.84% 14	23.68% 9	18.42% 7	2.63% 1	2.63% 1	48.72% 38	2.54
Q1: Female	7.50% 3	42.50% 17	25.00% 10	17.50% 7	7.50% 3	0.00% 0	51.28% 40	2.75

It is not clear to me what Department/School Committees would be useful for me to be a member of

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q1: Male	10.53% 4	57.89% 22	21.05% 8	10.53% 4	0.00% 0	0.00% 0	48.72% 38	2.32
Q1: Female	10.00% 4	45.00% 18	15.00% 6	25.00% 10	5.00% 2	0.00% 0	51.28% 40	2.70

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	18.42% 7	57.89% 22	15.79% 6	7.89% 3	0.00% 0	0.00% 0	48.72% 38	2.13
Q1: Female	10.00% 4	50.00% 20	7.50% 3	30.00% 12	2.50% 1	0.00% 0	51.28% 40	2.65

It is not clear to me what University Committees would be useful for me to be a member of

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q1: Male	21.05% 8	60.53% 23	13.16% 5	5.26% 2	0.00% 0	0.00% 0	48.72% 38	2.03
Q1: Female	10.00% 4	52.50% 21	15.00% 6	20.00% 8	2.50% 1	0.00% 0	51.28% 40	2.52

Research Fellows, Associates, Officers and Assistants - University Athena SWAN Survey

I welcome having a mentor to help me advance my influence in the Department/School/Institution								
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q1: Male	15.79% 6	39.47% 15	28.95% 11	7.89% 3	0.00% 0	7.89% 3	48.72% 38	2.31
Q1: Female	30.00% 12	35.00% 14	20.00% 8	7.50% 3	0.00% 0	7.50% 3	51.28% 40	2.05
I would personally like to have more insight into how the Department/School manage career progression for research staff								
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q1: Male	21.05% 8	63.16% 24	10.53% 4	5.26% 2	0.00% 0	0.00% 0	48.72% 38	2.00
Q1: Female	30.00% 12	47.50% 19	15.00% 6	2.50% 1	2.50% 1	2.50% 1	51.28% 40	1.97
My Department/School encourages research staff to be involved with teaching, supervising undergraduate projects etc.								
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q1: Male	13.16% 5	34.21% 13	18.42% 7	21.05% 8	13.16% 5	0.00% 0	48.72% 38	2.87
Q1: Female	12.50% 5	35.00% 14	32.50% 13	12.50% 5	5.00% 2	2.50% 1	51.28% 40	2.62
My Department/School encourages post doctoral research staff to assist with PhD supervision								
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q1: Male	10.53% 4	42.11% 16	15.79% 6	18.42% 7	13.16% 5	0.00% 0	48.72% 38	2.82
Q1: Female	5.00% 2	35.00% 14	32.50% 13	15.00% 6	2.50% 1	10.00% 4	51.28% 40	2.72