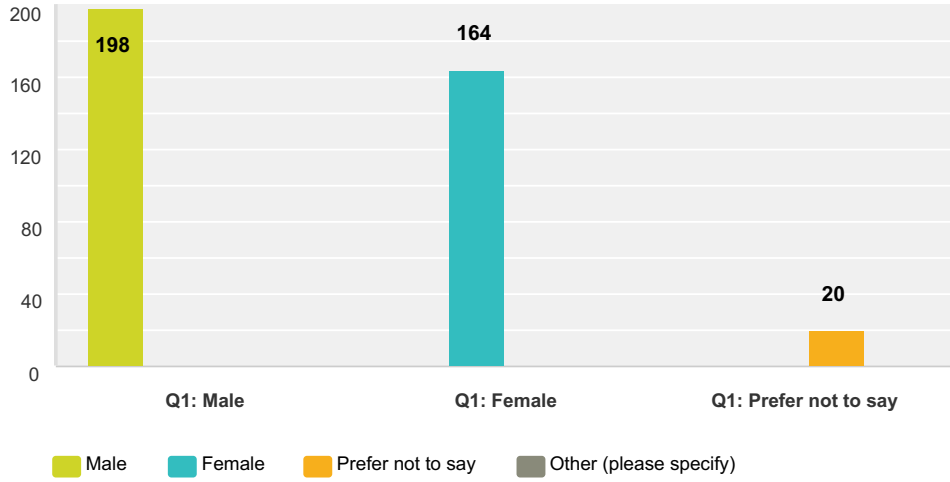


### Q1 Are you Male/Female/Prefer Not to Say

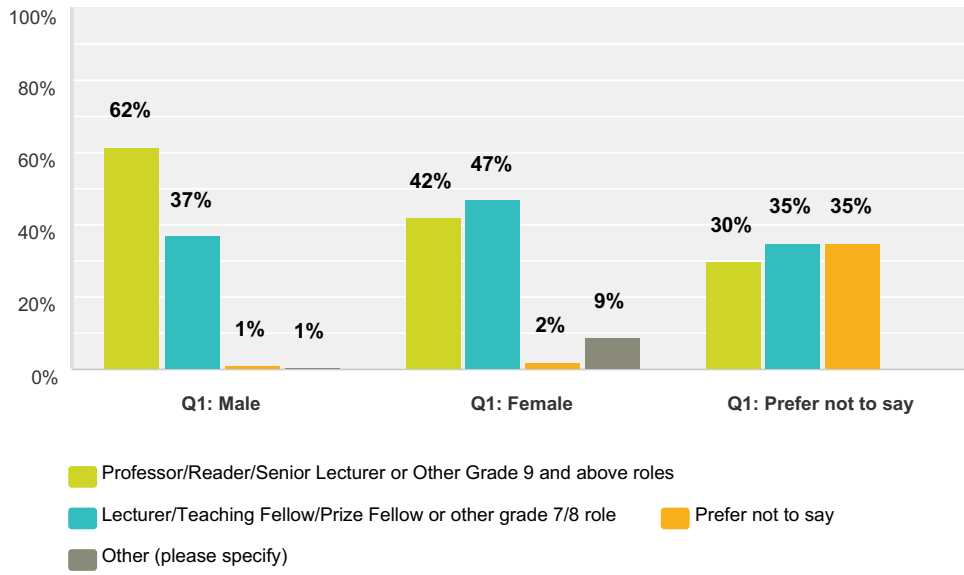
Academic staff comparison of responses by gender Answered: 382 Skipped: 0



	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/grade?

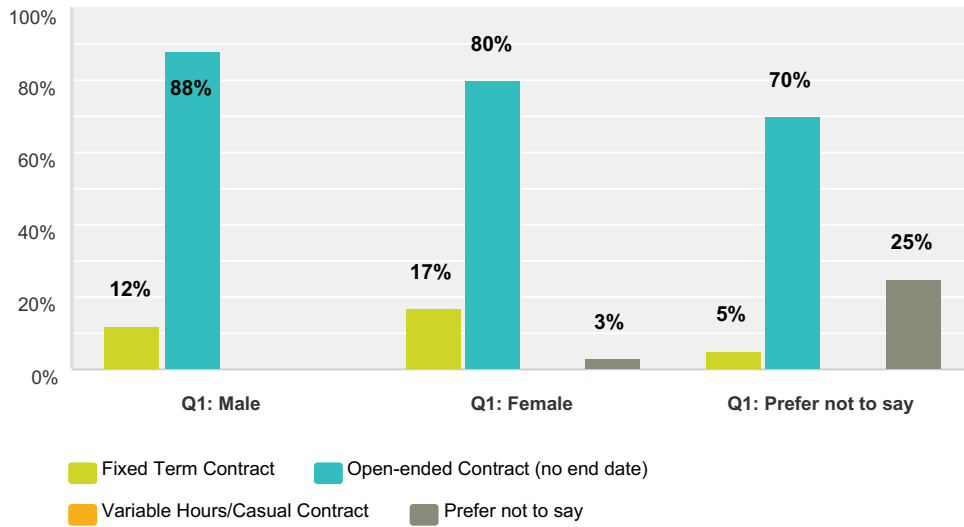
Answered: 382 Skipped: 0



	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	62% 122	37% 73	1% 2	1% 1	52% 198
Q1: Female	42% 69	47% 77	2% 3	9% 15	43% 164
Q1: Prefer not to say	30% 6	35% 7	35% 7	0% 0	5% 20
<b>Total Respondents</b>	197	157	12	16	382

### Q3 What type of contract are you on?

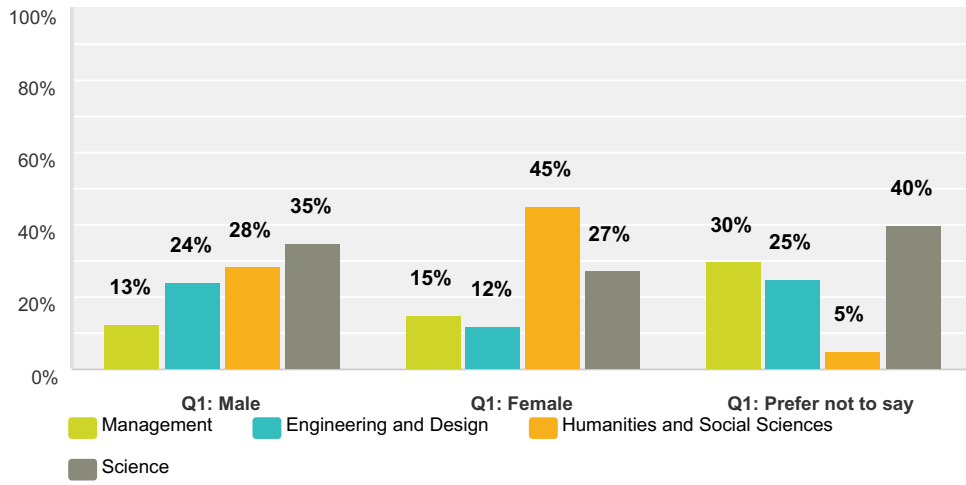
Answered: 382 Skipped: 0



	Fixed Term Contract	Open-ended Contract (no end date)	Variable Hours/Casual Contract	Prefer not to say	Total
Q1: Male	12% 24	88% 174	0% 0	0% 0	52% 198
Q1: Female	17% 28	80% 131	0% 0	3% 5	43% 164
Q1: Prefer not to say	5% 1	70% 14	0% 0	25% 5	5% 20
<b>Total Respondents</b>	53	319	0	10	382

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

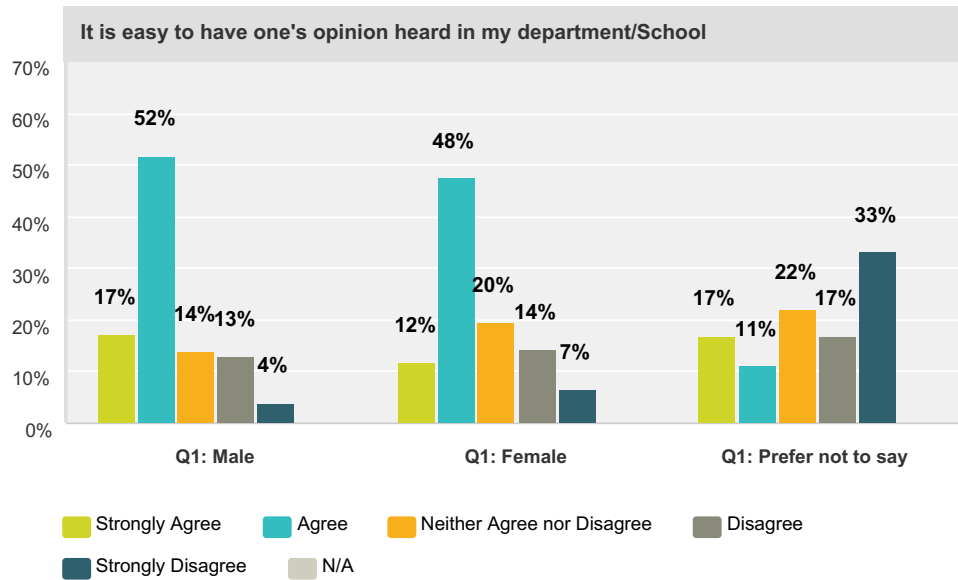
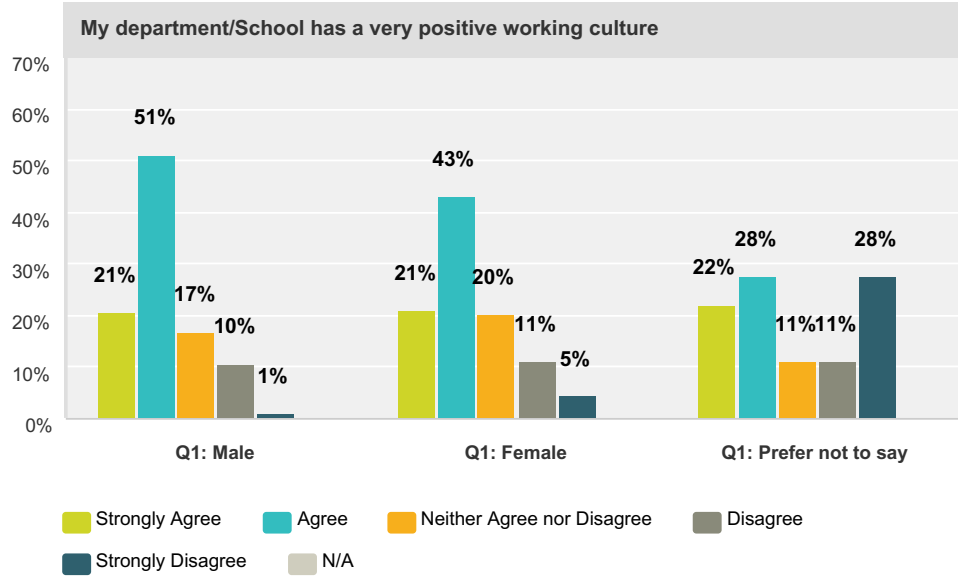
Answered: 382 Skipped: 0



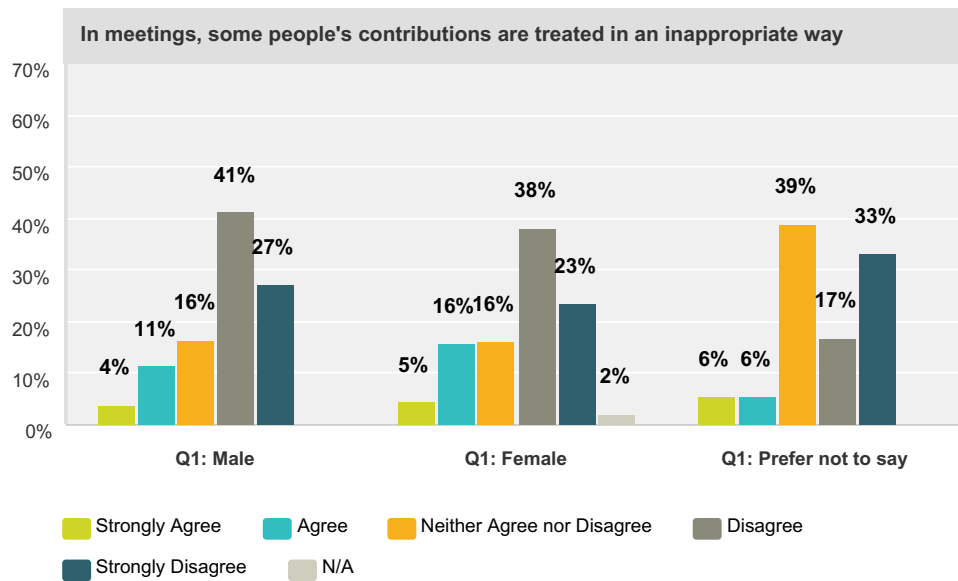
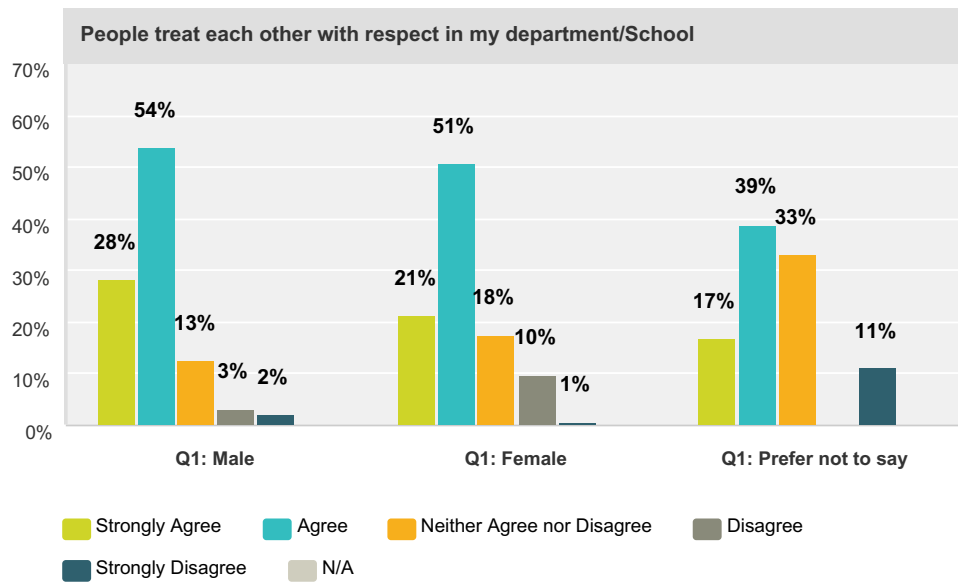
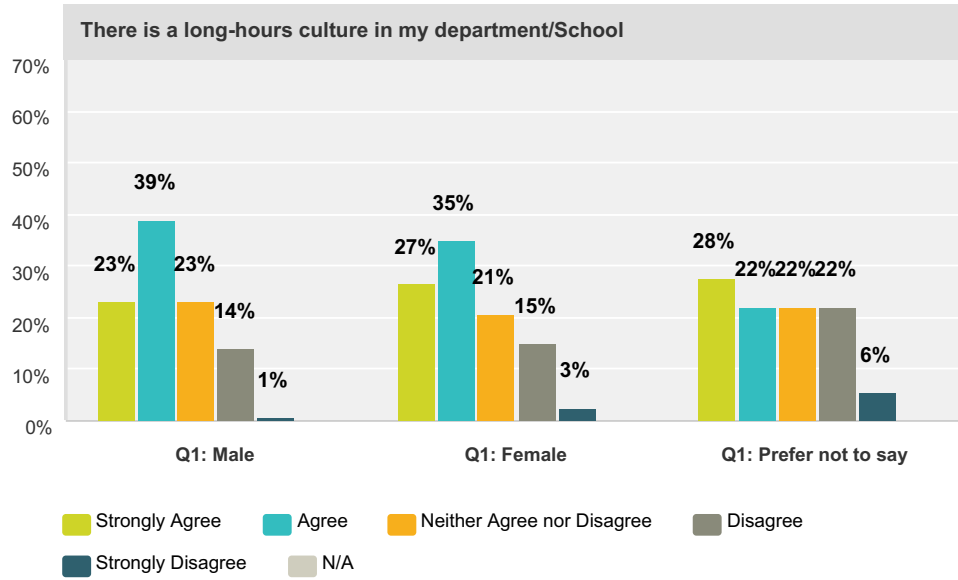
	Management	Engineering and Design	Humanities and Social Sciences	Science	Total
Q1: Male	13% 25	24% 48	28% 56	35% 69	52% 198
Q1: Female	15% 25	12% 20	45% 74	27% 45	43% 164
Q1: Prefer not to say	30% 6	25% 5	5% 1	40% 8	5% 20
<b>Total Respondents</b>	56	73	131	122	382

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

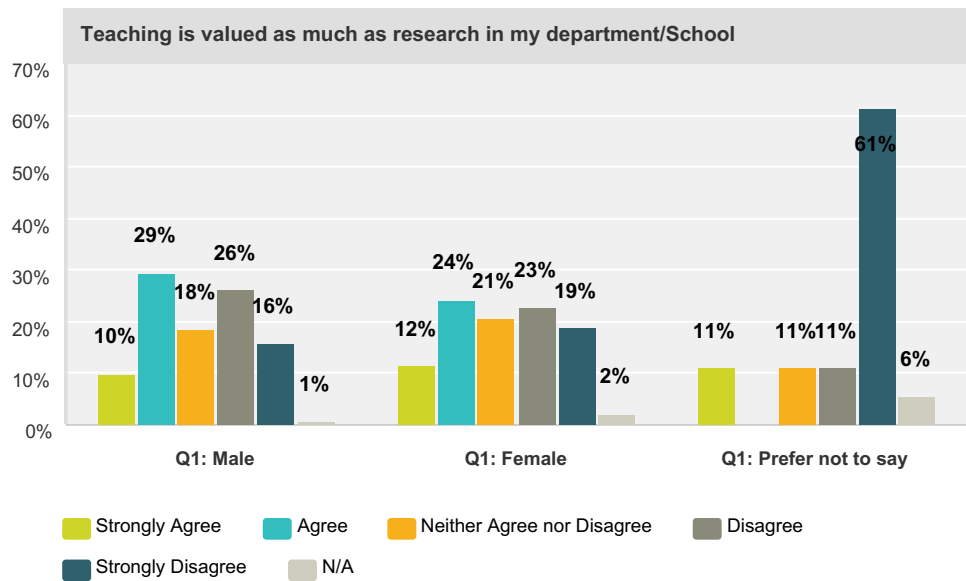
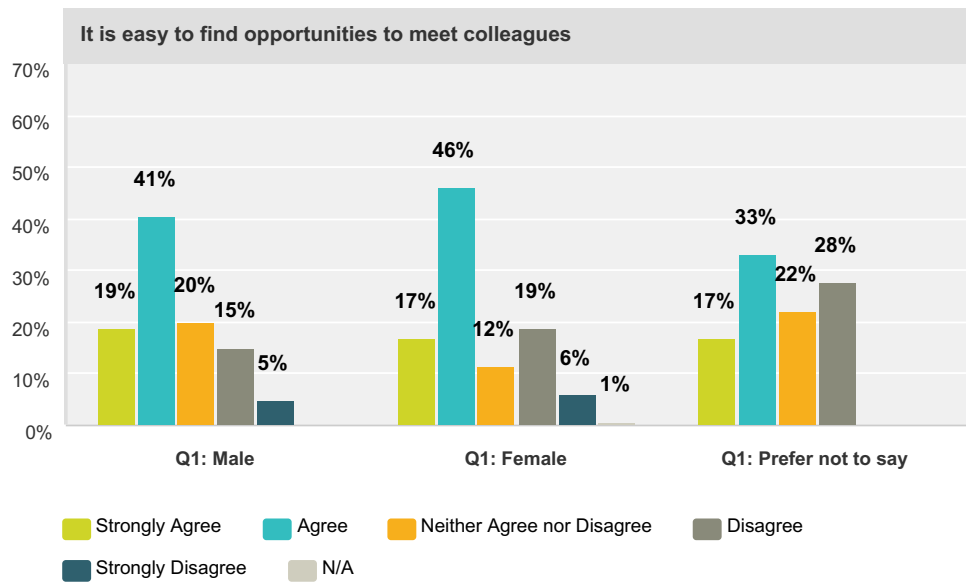
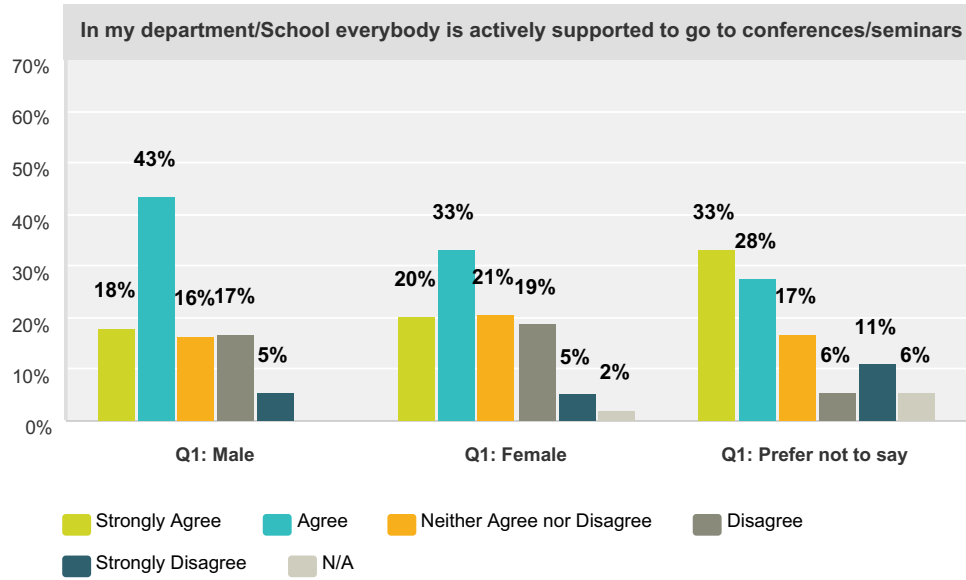
Answered: 357 Skipped: 25



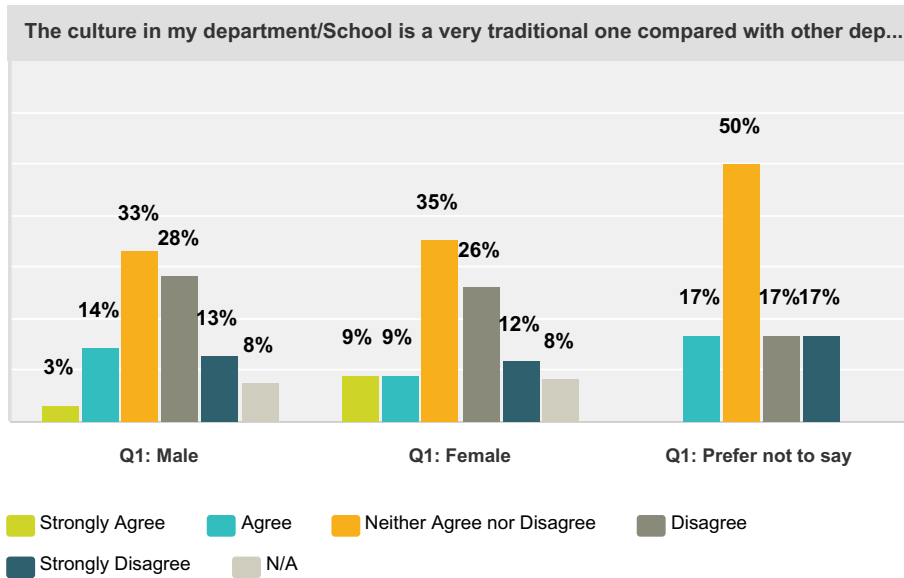
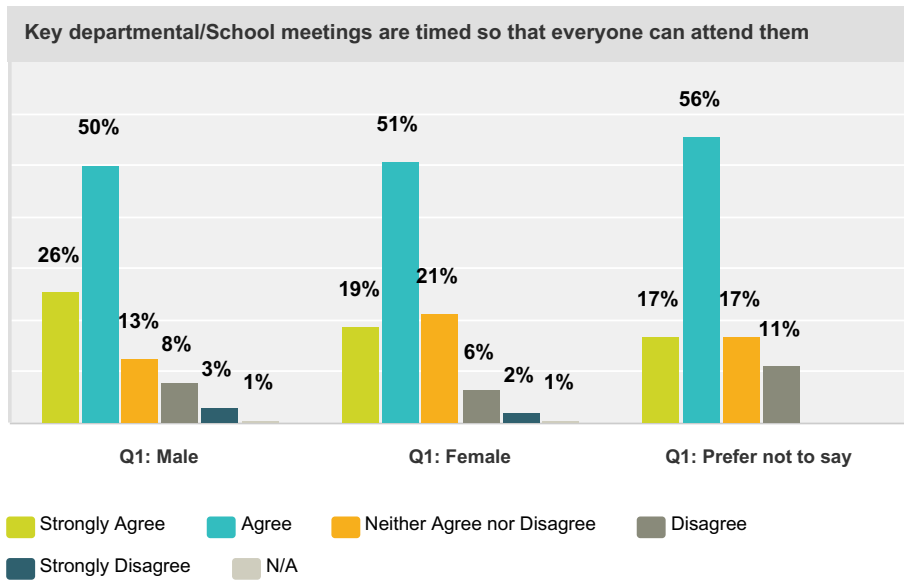
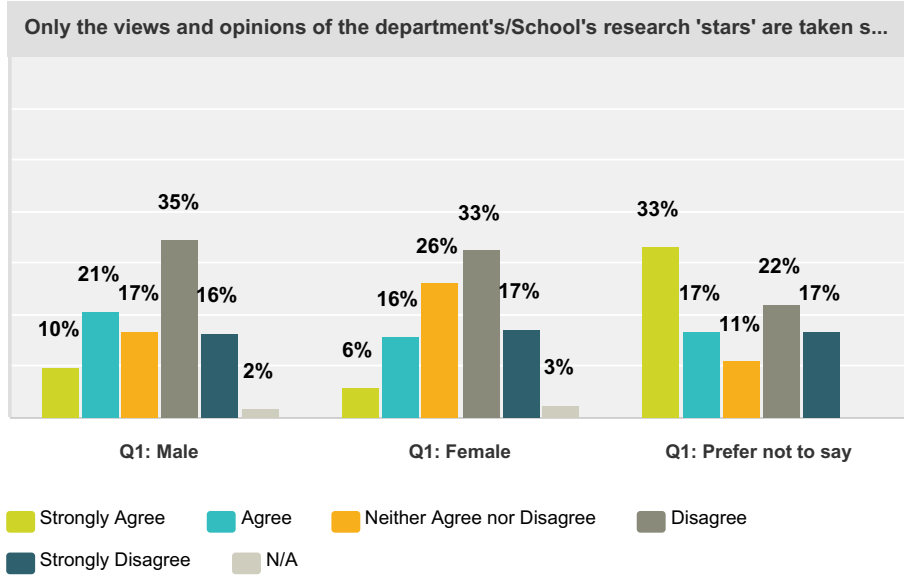
# University Athena SWAN Survey



# University Athena SWAN Survey

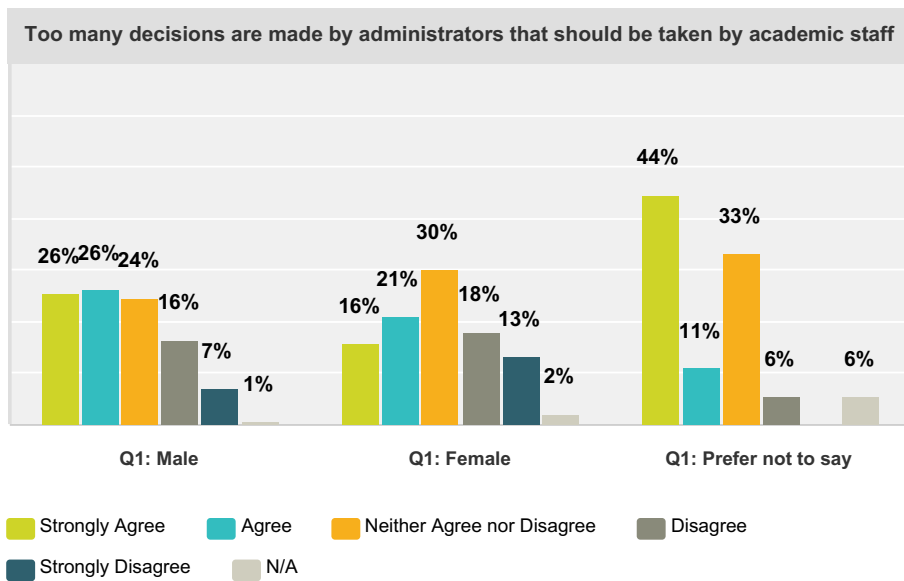
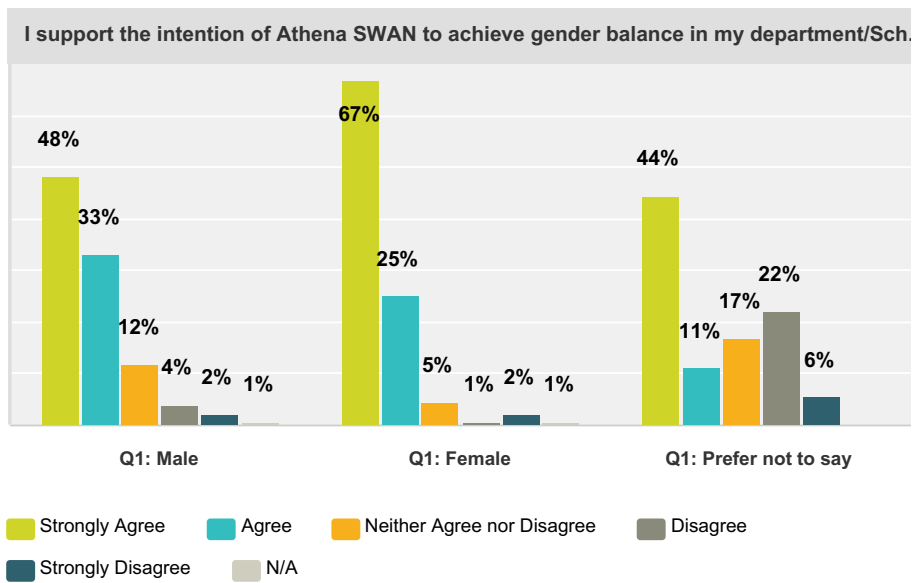
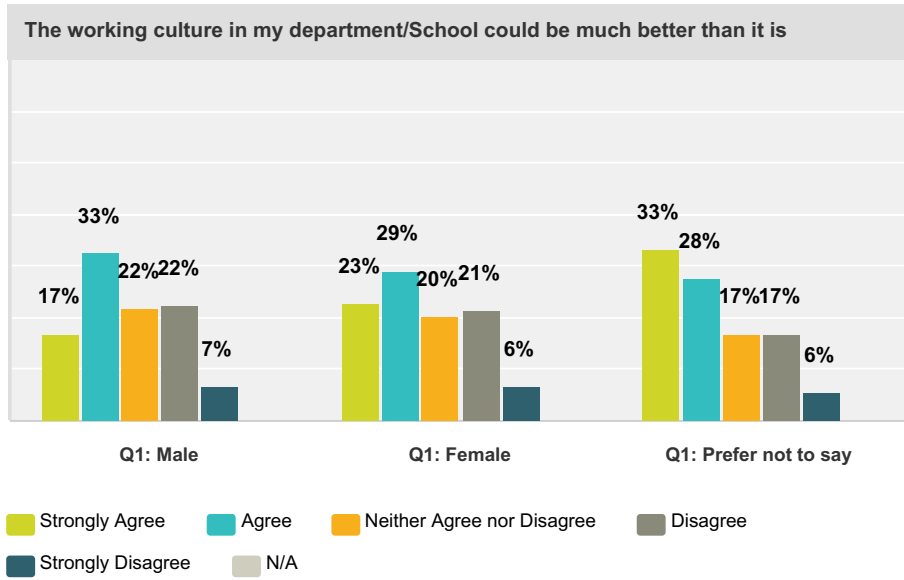


# University Athena SWAN Survey





# 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

## University Athena SWAN Survey

Q1: Male	<b>21%</b> 38	<b>51%</b> 94	<b>17%</b> 31	<b>10%</b> 19	<b>1%</b> 2	<b>0%</b> 0	<b>52%</b> 184	2.20
Q1: Female	<b>21%</b> 32	<b>43%</b> 66	<b>20%</b> 31	<b>11%</b> 17	<b>5%</b> 7	<b>0%</b> 0	<b>43%</b> 153	2.35
Q1: Prefer not to say	<b>22%</b> 4	<b>28%</b> 5	<b>11%</b> 2	<b>11%</b> 2	<b>28%</b> 5	<b>0%</b> 0	<b>5%</b> 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	<b>17%</b> 32	<b>52%</b> 96	<b>14%</b> 26	<b>13%</b> 24	<b>4%</b> 7	<b>0%</b> 0	<b>52%</b> 185	2.34
Q1: Female	<b>12%</b> 18	<b>48%</b> 73	<b>20%</b> 30	<b>14%</b> 22	<b>7%</b> 10	<b>0%</b> 0	<b>43%</b> 153	2.56
Q1: Prefer not to say	<b>17%</b> 3	<b>11%</b> 2	<b>22%</b> 4	<b>17%</b> 3	<b>33%</b> 6	<b>0%</b> 0	<b>5%</b> 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	<b>23%</b> 43	<b>39%</b> 72	<b>23%</b> 43	<b>14%</b> 26	<b>1%</b> 1	<b>0%</b> 0	<b>52%</b> 185	2.30
Q1: Female	<b>27%</b> 41	<b>35%</b> 54	<b>21%</b> 32	<b>15%</b> 23	<b>3%</b> 4	<b>0%</b> 0	<b>43%</b> 154	2.32
Q1: Prefer not to say	<b>28%</b> 5	<b>22%</b> 4	<b>22%</b> 4	<b>22%</b> 4	<b>6%</b> 1	<b>0%</b> 0	<b>5%</b> 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	<b>28%</b> 52	<b>54%</b> 99	<b>13%</b> 23	<b>3%</b> 6	<b>2%</b> 4	<b>0%</b> 0	<b>52%</b> 184	1.97
Q1: Female	<b>21%</b> 33	<b>51%</b> 78	<b>18%</b> 27	<b>10%</b> 15	<b>1%</b> 1	<b>0%</b> 0	<b>43%</b> 154	2.18
Q1: Prefer not to say	<b>17%</b> 3	<b>39%</b> 7	<b>33%</b> 6	<b>0%</b> 0	<b>11%</b> 2	<b>0%</b> 0	<b>5%</b> 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	<b>4%</b> 7	<b>11%</b> 21	<b>16%</b> 30	<b>41%</b> 76	<b>27%</b> 50	<b>0%</b> 0	<b>52%</b> 184	3.77
Q1: Female	<b>5%</b> 7	<b>16%</b> 24	<b>16%</b> 25	<b>38%</b> 59	<b>23%</b> 36	<b>2%</b> 3	<b>43%</b> 154	3.62
Q1: Prefer not to say	<b>6%</b> 1	<b>6%</b> 1	<b>39%</b> 7	<b>17%</b> 3	<b>33%</b> 6	<b>0%</b> 0	<b>5%</b> 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	<b>18%</b> 33	<b>43%</b> 80	<b>16%</b> 30	<b>17%</b> 31	<b>5%</b> 10	<b>0%</b> 0	<b>52%</b> 184	2.48
Q1: Female	<b>20%</b> 31	<b>33%</b> 51	<b>21%</b> 32	<b>19%</b> 29	<b>5%</b> 8	<b>2%</b> 3	<b>43%</b> 154	2.55
Q1: Prefer not to say	<b>33%</b> 6	<b>28%</b> 5	<b>17%</b> 3	<b>6%</b> 1	<b>11%</b> 2	<b>6%</b> 1	<b>5%</b> 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
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## University Athena SWAN Survey

Q1: Male	19% 35	41% 75	20% 37	15% 28	5% 9	0% 0	52% 184	2.46
Q1: Female	17% 26	46% 71	12% 18	19% 29	6% 9	1% 1	43% 154	2.50
Q1: Prefer not to say	17% 3	33% 6	22% 4	28% 5	0% 0	0% 0	5% 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	10% 18	29% 54	18% 34	26% 48	16% 29	1% 1	52% 184	3.09
Q1: Female	12% 18	24% 37	21% 32	23% 35	19% 29	2% 3	43% 154	3.13
Q1: Prefer not to say	11% 2	0% 0	11% 2	11% 2	61% 11	6% 1	5% 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	10% 18	21% 38	17% 31	35% 64	16% 30	2% 3	52% 184	3.28
Q1: Female	6% 9	16% 24	26% 40	33% 50	17% 26	3% 4	43% 153	3.40
Q1: Prefer not to say	33% 6	17% 3	11% 2	22% 4	17% 3	0% 0	5% 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	26% 47	50% 92	13% 23	8% 15	3% 6	1% 1	52% 184	2.13
Q1: Female	19% 29	51% 78	21% 33	6% 10	2% 3	1% 1	43% 154	2.22
Q1: Prefer not to say	17% 3	56% 10	17% 3	11% 2	0% 0	0% 0	5% 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% 6	14% 26	33% 61	28% 52	13% 24	8% 14	51% 183	3.37
Q1: Female	9% 14	9% 14	35% 54	26% 40	12% 18	8% 13	43% 153	3.24
Q1: Prefer not to say	0% 0	17% 3	50% 9	17% 3	17% 3	0% 0	5% 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	17% 31	33% 60	22% 40	22% 41	7% 12	0% 0	52% 184	2.69
Q1: Female	23% 35	29% 45	20% 31	21% 33	6% 10	0% 0	43% 154	2.60
Q1: Prefer not to say	33% 6	28% 5	17% 3	17% 3	6% 1	0% 0	5% 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
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## University Athena SWAN Survey

Q1: Male	<b>48%</b> 89	<b>33%</b> 61	<b>12%</b> 22	<b>4%</b> 7	<b>2%</b> 4	<b>1%</b> 1	<b>52%</b> 184	1.78
Q1: Female	<b>67%</b> 103	<b>25%</b> 39	<b>5%</b> 7	<b>1%</b> 1	<b>2%</b> 3	<b>1%</b> 1	<b>43%</b> 154	1.44
Q1: Prefer not to say	<b>44%</b> 8	<b>11%</b> 2	<b>17%</b> 3	<b>22%</b> 4	<b>6%</b> 1	<b>0%</b> 0	<b>5%</b> 18	2.33

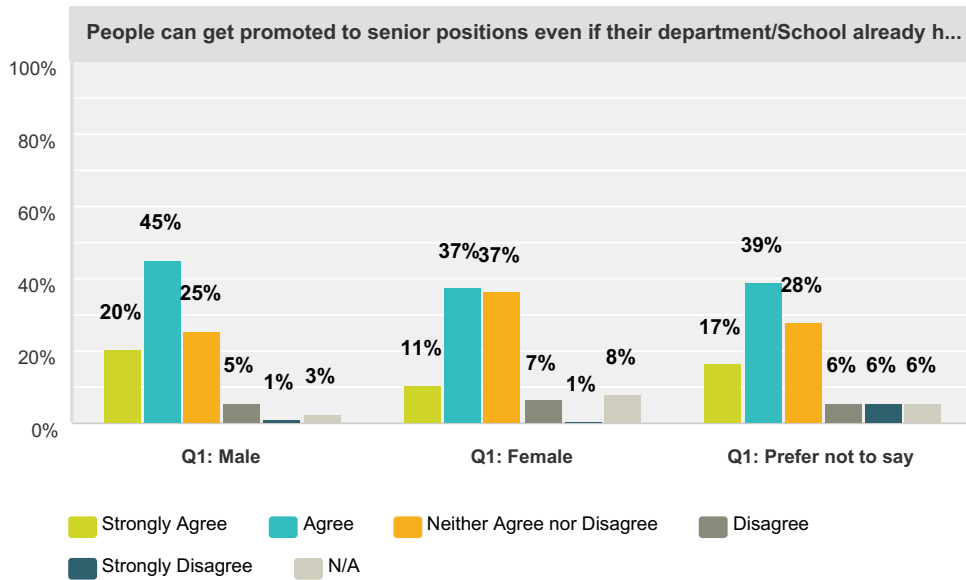
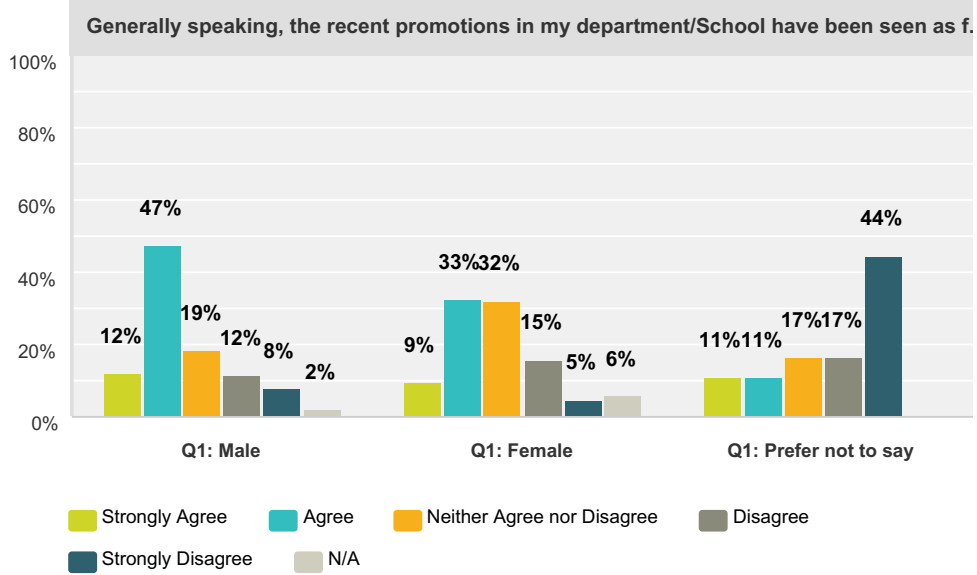
### Too many decisions are made by administrators that should be taken by academic staff

	<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>26%</b> 47	<b>26%</b> 48	<b>24%</b> 45	<b>16%</b> 30	<b>7%</b> 13	<b>1%</b> 1	<b>52%</b> 184	2.53
Q1: Female	<b>16%</b> 24	<b>21%</b> 32	<b>30%</b> 46	<b>18%</b> 27	<b>13%</b> 20	<b>2%</b> 3	<b>43%</b> 152	2.91
Q1: Prefer not to say	<b>44%</b> 8	<b>11%</b> 2	<b>33%</b> 6	<b>6%</b> 1	<b>0%</b> 0	<b>6%</b> 1	<b>5%</b> 18	2.00

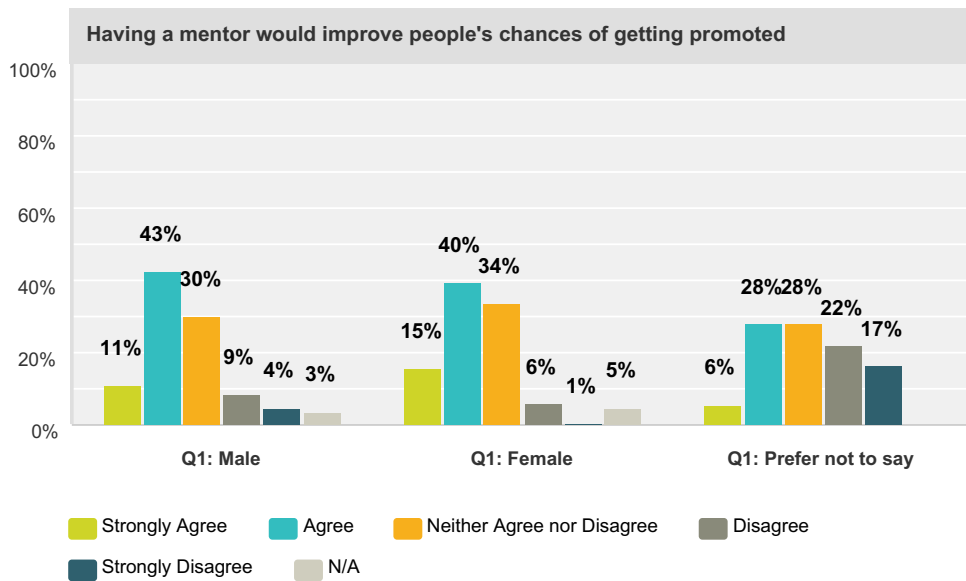
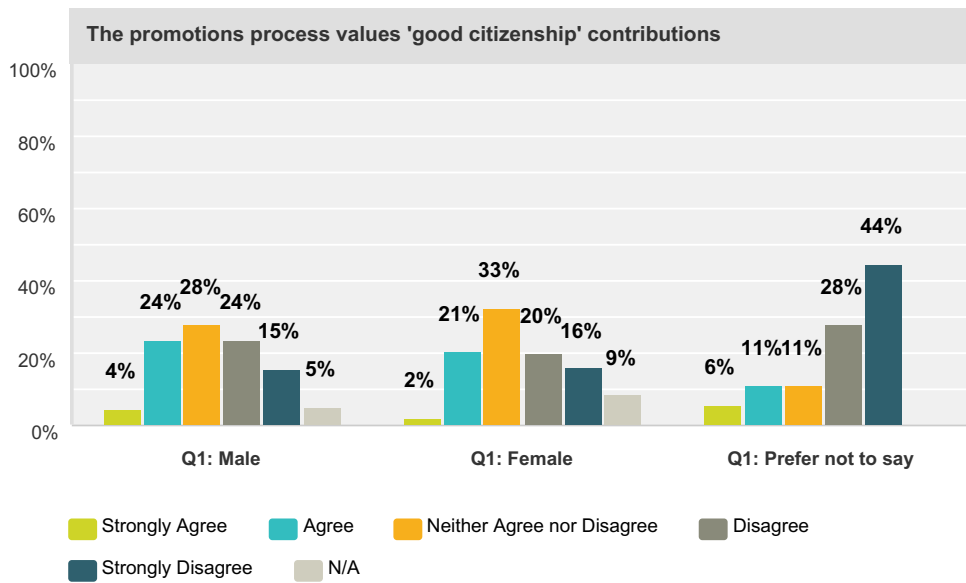
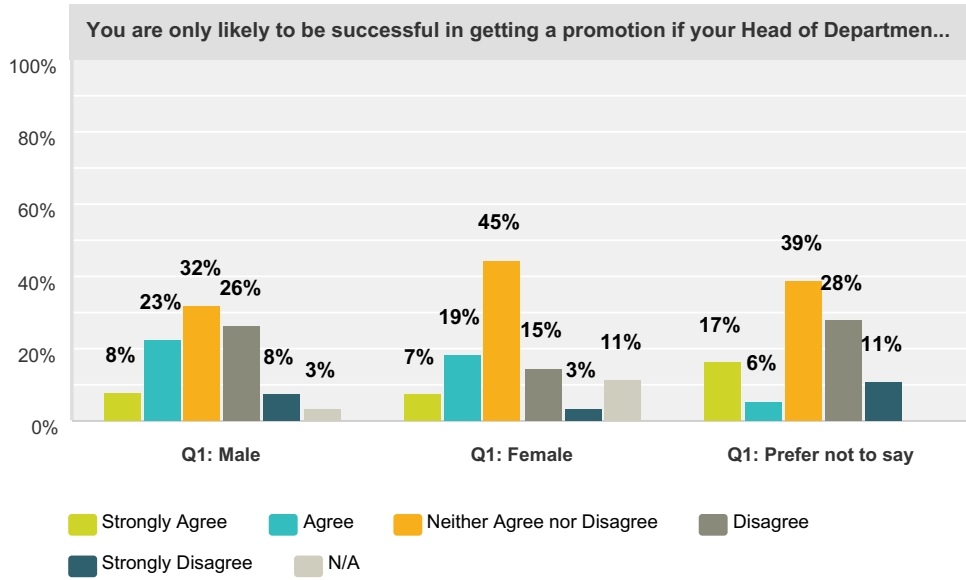
	<b>Q1: Male</b>	<b>Q1: Female</b>	<b>Q1: Prefer not to say</b>	<b>Total</b>
<b>Are there any comments or caveats you would like to make relating to your responses above?</b>	<b>31</b>	<b>33</b>	<b>7</b>	<b>71</b>

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

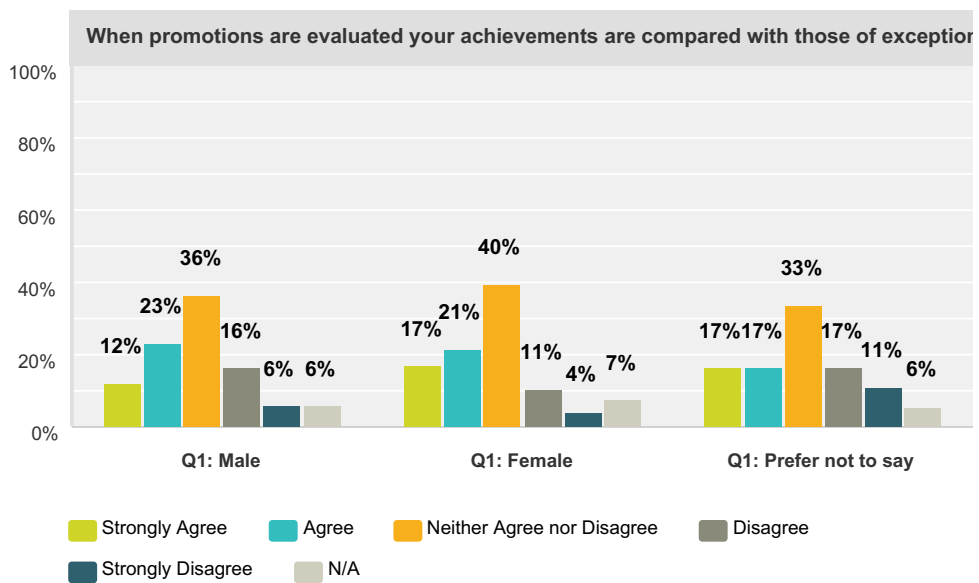
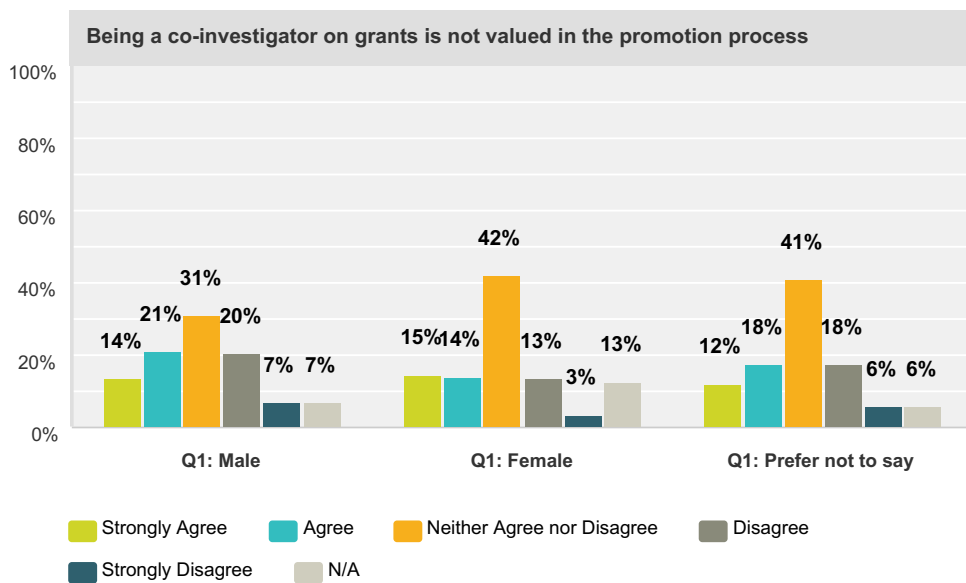
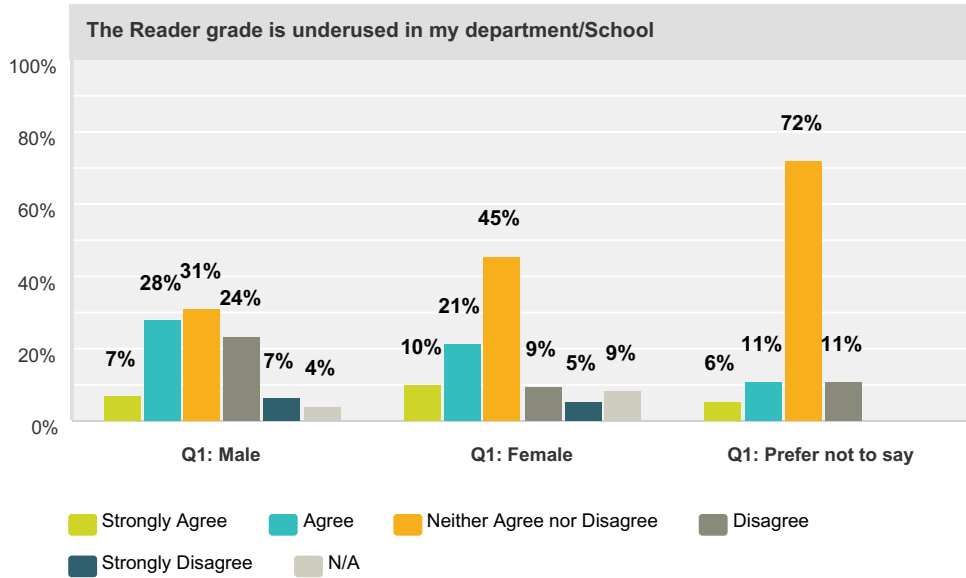
Answered: 351 Skipped: 31



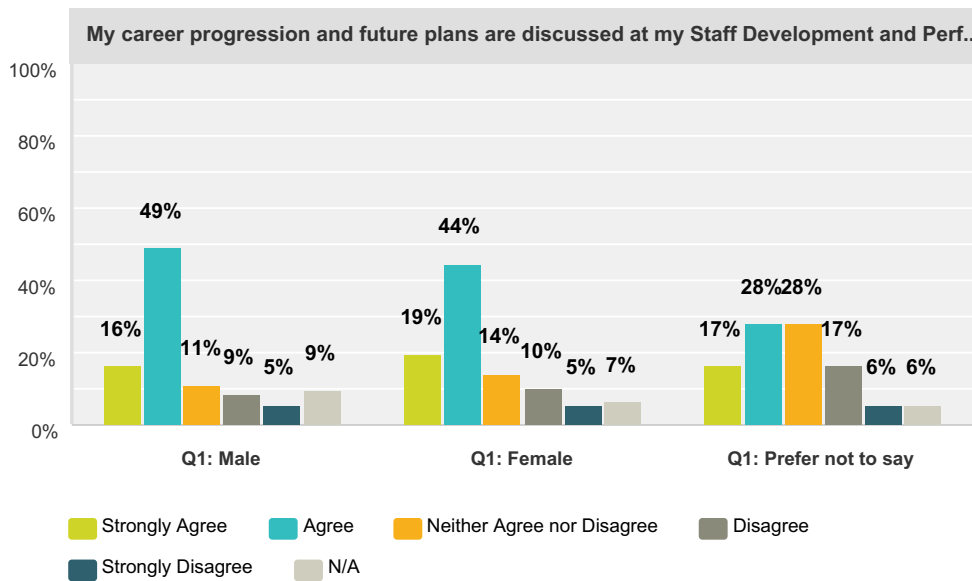
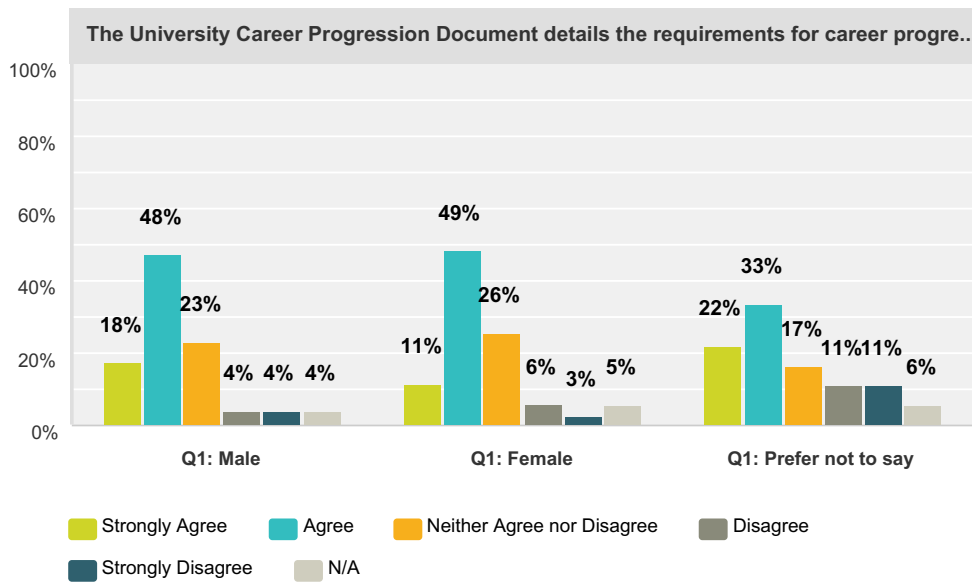
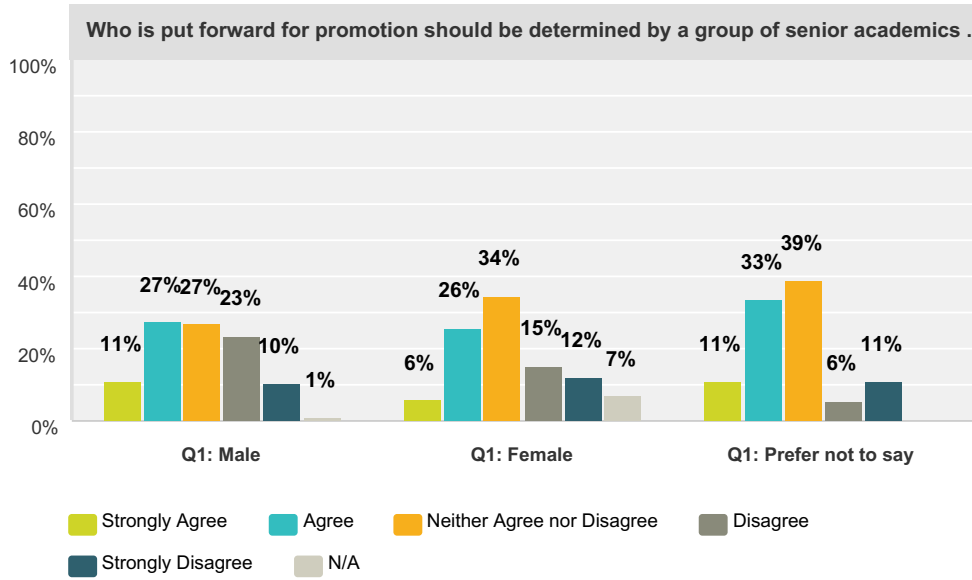
# University Athena SWAN Survey



# 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	



## University Athena SWAN Survey

Q1: Male	12% 22	47% 86	19% 34	12% 21	8% 15	2% 4	52% 182	2.56
Q1: Female	9% 14	33% 49	32% 48	15% 23	5% 7	6% 9	43% 150	2.72
Q1: Prefer not to say	11% 2	11% 2	17% 3	17% 3	44% 8	0% 0	5% 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% 37	45% 82	25% 46	5% 10	1% 2	3% 5	52% 182	2.20
Q1: Female	11% 16	37% 56	37% 55	7% 10	1% 1	8% 12	43% 150	2.45
Q1: Prefer not to say	17% 3	39% 7	28% 5	6% 1	6% 1	6% 1	5% 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% 15	23% 41	32% 58	26% 48	8% 14	3% 6	52% 182	3.03
Q1: Female	7% 11	19% 28	45% 67	15% 22	3% 5	11% 17	43% 150	2.86
Q1: Prefer not to say	17% 3	6% 1	39% 7	28% 5	11% 2	0% 0	5% 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% 8	24% 43	28% 51	24% 43	15% 28	5% 9	52% 182	3.23
Q1: Female	2% 3	21% 31	33% 49	20% 30	16% 24	9% 13	43% 150	3.30
Q1: Prefer not to say	6% 1	11% 2	11% 2	28% 5	44% 8	0% 0	5% 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	11% 20	43% 78	30% 55	9% 16	4% 8	3% 6	52% 183	2.51
Q1: Female	15% 23	40% 59	34% 50	6% 9	1% 1	5% 7	42% 149	2.34
Q1: Prefer not to say	6% 1	28% 5	28% 5	22% 4	17% 3	0% 0	5% 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% 13	28% 51	31% 56	24% 43	7% 12	4% 7	52% 182	2.94
Q1: Female	10% 15	21% 32	45% 68	9% 14	5% 8	9% 13	43% 150	2.77
Q1: Prefer not to say	6% 1	11% 2	72% 13	11% 2	0% 0	0% 0	5% 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
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## University Athena SWAN Survey

Q1: Male	14% 25	21% 38	31% 56	20% 37	7% 13	7% 13	52% 182	2.85
Q1: Female	15% 22	14% 21	42% 63	13% 20	3% 5	13% 19	43% 150	2.73
Q1: Prefer not to say	12% 2	18% 3	41% 7	18% 3	6% 1	6% 1	5% 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% 22	23% 42	36% 66	16% 30	6% 11	6% 11	52% 182	2.80
Q1: Female	17% 25	21% 32	40% 59	11% 16	4% 6	7% 11	42% 149	2.61
Q1: Prefer not to say	17% 3	17% 3	33% 6	17% 3	11% 2	6% 1	5% 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	11% 20	27% 50	27% 49	23% 43	10% 19	1% 2	52% 183	2.95
Q1: Female	6% 9	26% 38	34% 51	15% 22	12% 18	7% 10	42% 148	3.01
Q1: Prefer not to say	11% 2	33% 6	39% 7	6% 1	11% 2	0% 0	5% 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	18% 32	48% 86	23% 42	4% 7	4% 7	4% 7	52% 181	2.26
Q1: Female	11% 17	49% 72	26% 38	6% 9	3% 4	5% 8	42% 148	2.36
Q1: Prefer not to say	22% 4	33% 6	17% 3	11% 2	11% 2	6% 1	5% 18	2.53

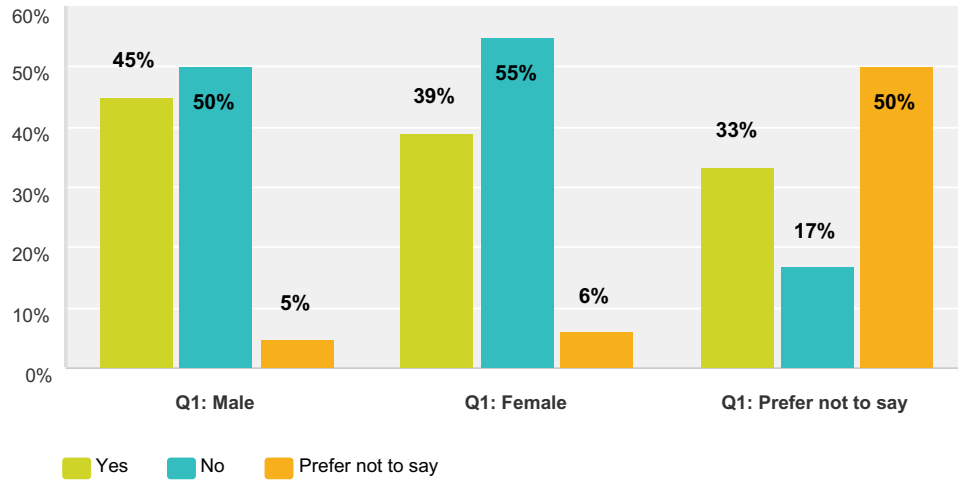
### My career progression and future plans are discussed at my Staff Development and Performance Review.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q1: Male	16% 30	49% 90	11% 20	9% 16	5% 10	9% 17	52% 183	2.31
Q1: Female	19% 29	44% 66	14% 21	10% 15	5% 8	7% 10	42% 149	2.33
Q1: Prefer not to say	17% 3	28% 5	28% 5	17% 3	6% 1	6% 1	5% 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?

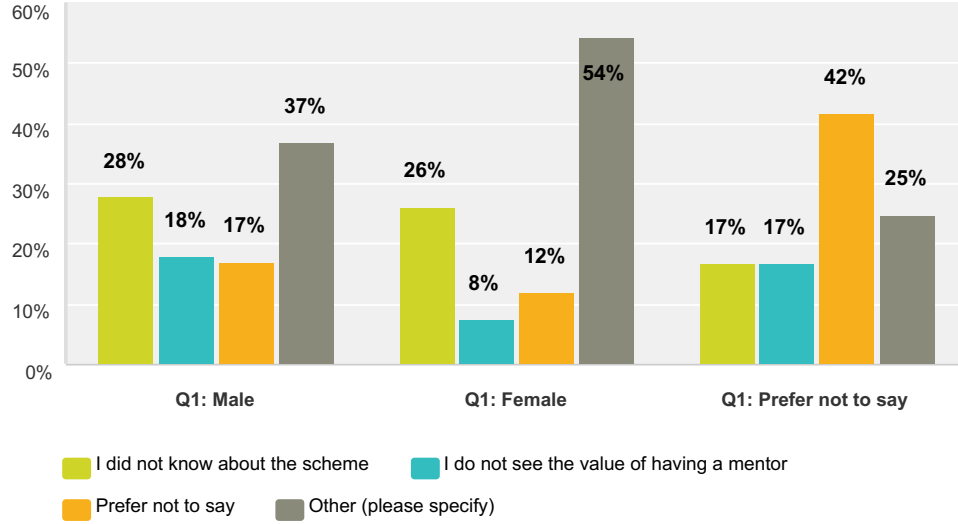
Answered: 349 Skipped: 33



	Yes	No	Prefer not to say	Total
Q1: Male	45% 82	50% 91	5% 9	52% 182
Q1: Female	39% 58	55% 82	6% 9	43% 149
Q1: Prefer not to say	33% 6	17% 3	50% 9	5% 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**

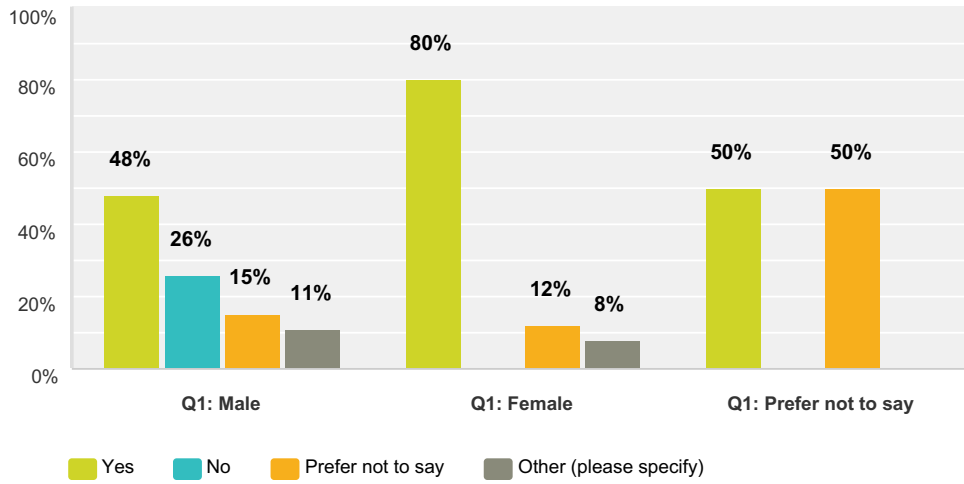
Answered: 204 Skipped: 178



	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% 28	18% 18	17% 17	37% 37	49% 100
Q1: Female	26% 24	8% 7	12% 11	54% 50	45% 92
Q1: Prefer not to say	17% 2	17% 2	42% 5	25% 3	6% 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?

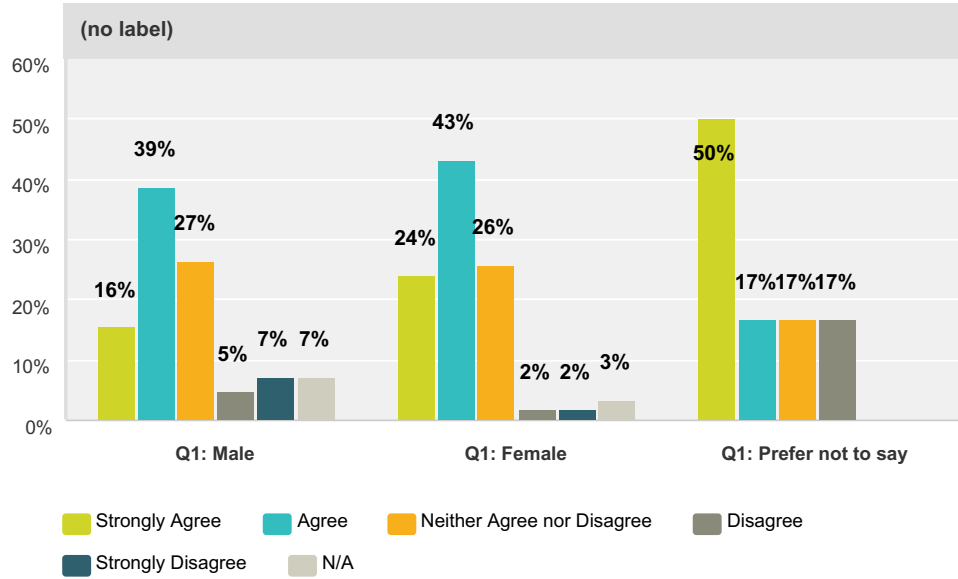
Answered: 54 Skipped: 328



	Yes	No	Prefer not to say	Other (please specify)	Total
Q1: Male	48% 13	26% 7	15% 4	11% 3	50% 27
Q1: Female	80% 20	0% 0	12% 3	8% 2	46% 25
Q1: Prefer not to say	50% 1	0% 0	50% 1	0% 0	4% 2
<b>Total Respondents</b>	34	7	8	5	54

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

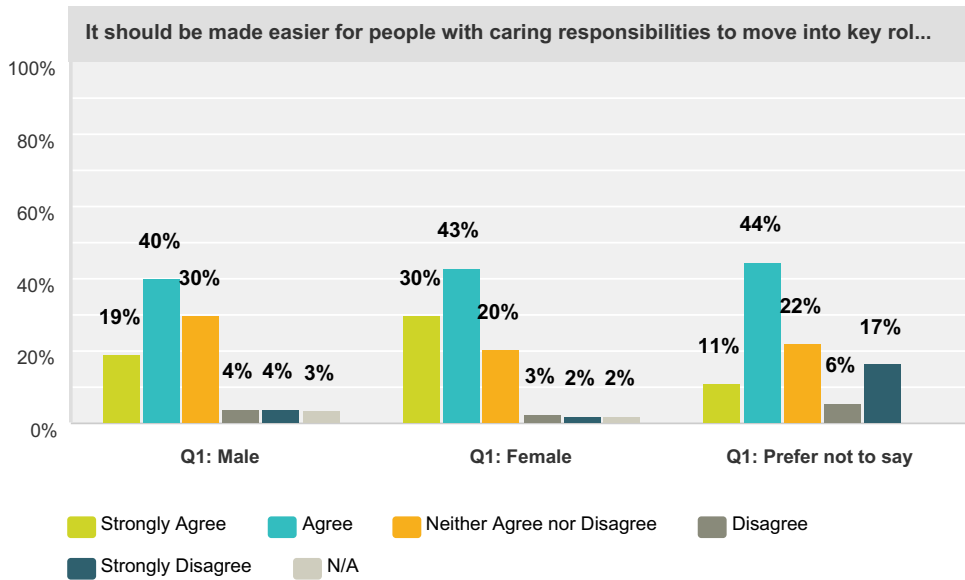
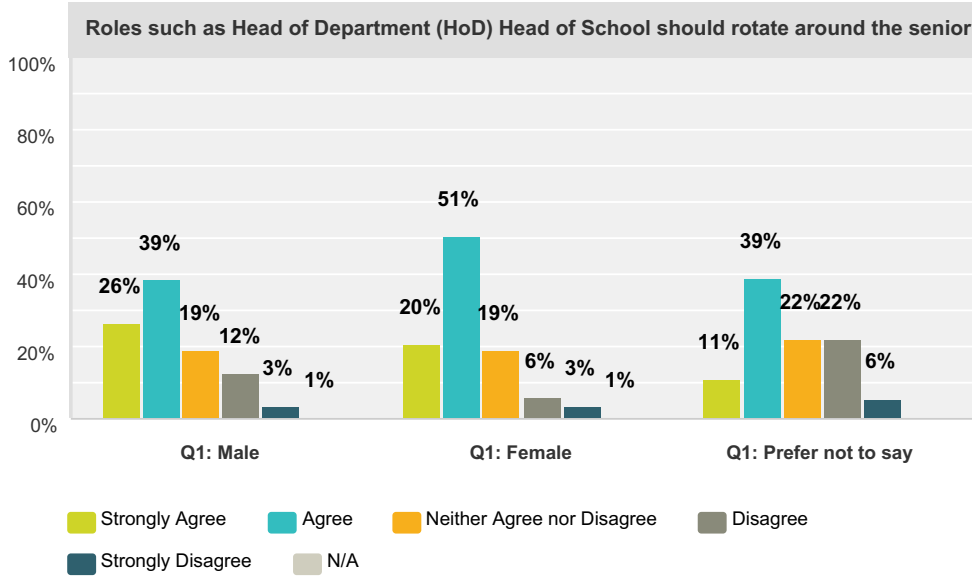
Answered: 147 Skipped: 235



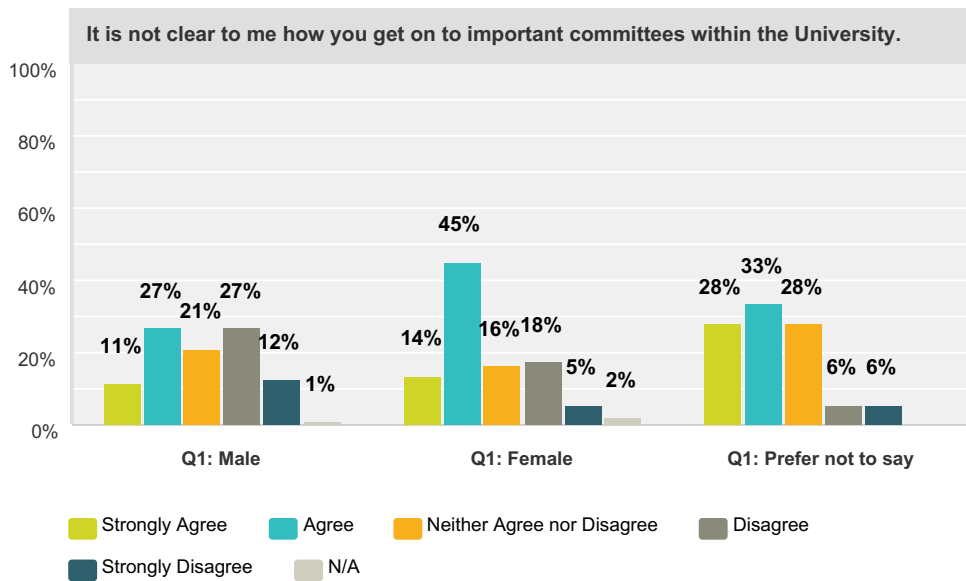
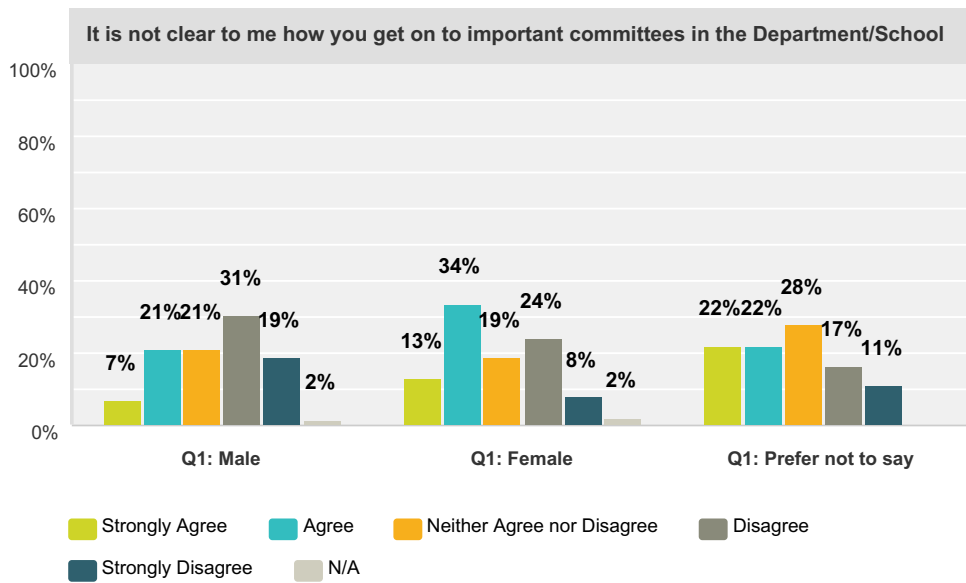
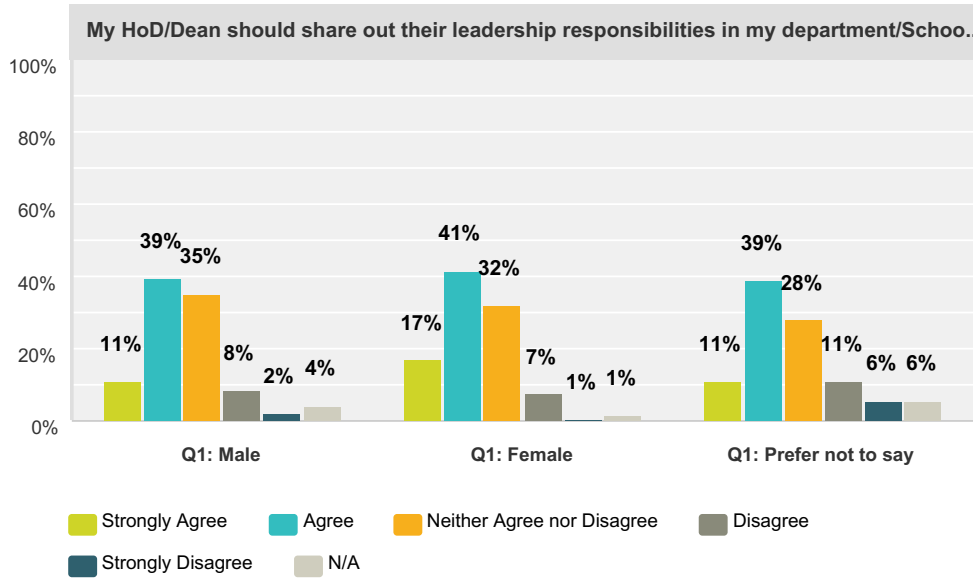
(no label)								
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q1: Male	16% 13	39% 32	27% 22	5% 4	7% 6	7% 6	56% 83	2.45
Q1: Female	24% 14	43% 25	26% 15	2% 1	2% 1	3% 2	39% 58	2.11
Q1: Prefer not to say	50% 3	17% 1	17% 1	17% 1	0% 0	0% 0	4% 6	2.00

**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

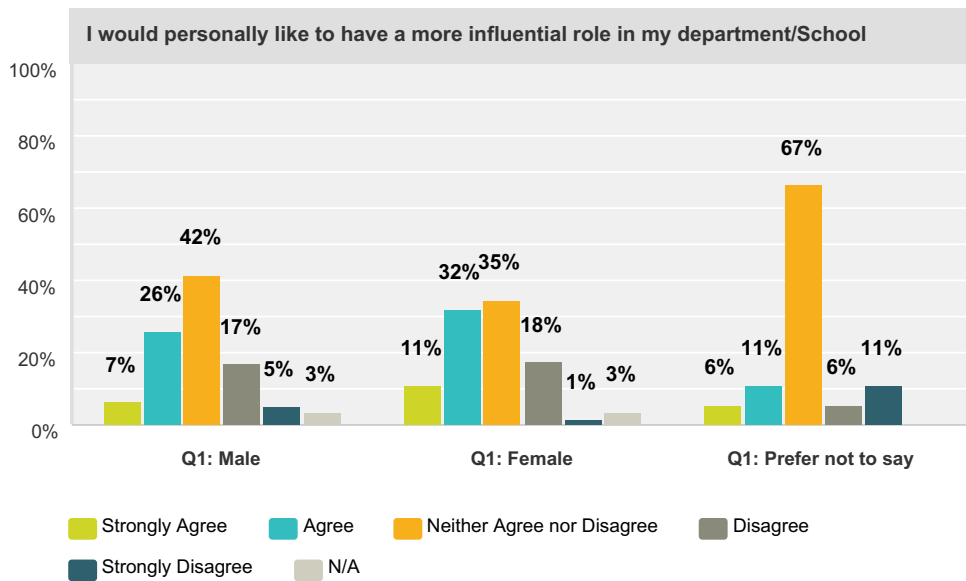
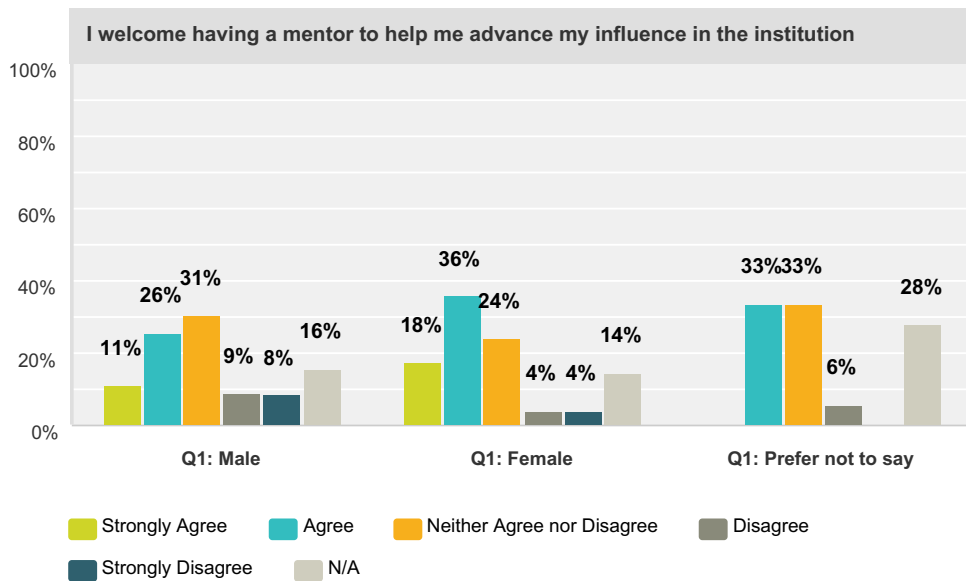
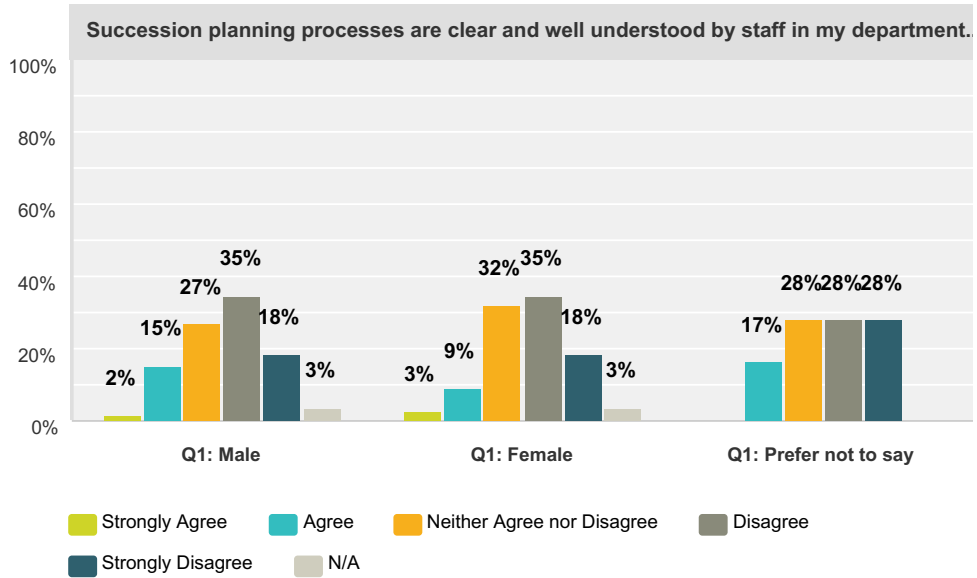


# University Athena SWAN Survey





# 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	

## University Athena SWAN Survey

Q1: Male	<b>26%</b> 47	<b>39%</b> 69	<b>19%</b> 34	<b>12%</b> 22	<b>3%</b> 6	<b>1%</b> 1	<b>52%</b> 179	2.28
Q1: Female	<b>20%</b> 30	<b>51%</b> 75	<b>19%</b> 28	<b>6%</b> 9	<b>3%</b> 5	<b>1%</b> 1	<b>43%</b> 148	2.21
Q1: Prefer not to say	<b>11%</b> 2	<b>39%</b> 7	<b>22%</b> 4	<b>22%</b> 4	<b>6%</b> 1	<b>0%</b> 0	<b>5%</b> 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.)**

	<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>19%</b> 34	<b>40%</b> 71	<b>30%</b> 53	<b>4%</b> 7	<b>4%</b> 7	<b>3%</b> 6	<b>51%</b> 178	2.31
Q1: Female	<b>30%</b> 44	<b>43%</b> 63	<b>20%</b> 30	<b>3%</b> 4	<b>2%</b> 3	<b>2%</b> 3	<b>42%</b> 147	2.02
Q1: Prefer not to say	<b>11%</b> 2	<b>44%</b> 8	<b>22%</b> 4	<b>6%</b> 1	<b>17%</b> 3	<b>0%</b> 0	<b>5%</b> 18	2.72

**My HoD/Dean should share out their leadership responsibilities 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>11%</b> 20	<b>39%</b> 71	<b>35%</b> 63	<b>8%</b> 15	<b>2%</b> 4	<b>4%</b> 7	<b>52%</b> 180	2.49
Q1: Female	<b>17%</b> 25	<b>41%</b> 61	<b>32%</b> 47	<b>7%</b> 11	<b>1%</b> 1	<b>1%</b> 2	<b>42%</b> 147	2.32
Q1: Prefer not to say	<b>11%</b> 2	<b>39%</b> 7	<b>28%</b> 5	<b>11%</b> 2	<b>6%</b> 1	<b>6%</b> 1	<b>5%</b> 18	2.59

**It is not clear to me how you get on to important committees in the 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>7%</b> 12	<b>21%</b> 37	<b>21%</b> 37	<b>31%</b> 54	<b>19%</b> 34	<b>2%</b> 3	<b>51%</b> 177	3.35
Q1: Female	<b>13%</b> 19	<b>34%</b> 49	<b>19%</b> 28	<b>24%</b> 35	<b>8%</b> 12	<b>2%</b> 3	<b>42%</b> 146	2.80
Q1: Prefer not to say	<b>22%</b> 4	<b>22%</b> 4	<b>28%</b> 5	<b>17%</b> 3	<b>11%</b> 2	<b>0%</b> 0	<b>5%</b> 18	2.72

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

	<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>11%</b> 20	<b>27%</b> 48	<b>21%</b> 37	<b>27%</b> 48	<b>12%</b> 22	<b>1%</b> 2	<b>51%</b> 177	3.02
Q1: Female	<b>14%</b> 20	<b>45%</b> 66	<b>16%</b> 24	<b>18%</b> 26	<b>5%</b> 8	<b>2%</b> 3	<b>42%</b> 147	2.56
Q1: Prefer not to say	<b>28%</b> 5	<b>33%</b> 6	<b>28%</b> 5	<b>6%</b> 1	<b>6%</b> 1	<b>0%</b> 0	<b>5%</b> 18	2.28

**Succession planning processes are clear and well understood by staff 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>2%</b> 3	<b>15%</b> 27	<b>27%</b> 48	<b>35%</b> 62	<b>18%</b> 33	<b>3%</b> 6	<b>52%</b> 179	3.55
Q1: Female	<b>3%</b> 4	<b>9%</b> 13	<b>32%</b> 47	<b>35%</b> 51	<b>18%</b> 27	<b>3%</b> 5	<b>42%</b> 147	3.59
Q1: Prefer not to say	<b>0%</b> 0	<b>17%</b> 3	<b>28%</b> 5	<b>28%</b> 5	<b>28%</b> 5	<b>0%</b> 0	<b>5%</b> 18	3.67

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

## University Athena SWAN Survey

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q1: Male	11% 20	26% 46	31% 55	9% 16	8% 15	16% 28	52% 180	2.74
Q1: Female	18% 26	36% 53	24% 35	4% 6	4% 6	14% 21	42% 147	2.31
Q1: Prefer not to say	0% 0	33% 6	33% 6	6% 1	0% 0	28% 5	5% 18	2.62
<b>I would personally like to have a more influential role in my department/School</b>								
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q1: Male	7% 12	26% 47	42% 75	17% 31	5% 9	3% 6	52% 180	2.87
Q1: Female	11% 16	32% 47	35% 51	18% 26	1% 2	3% 5	42% 147	2.65
Q1: Prefer not to say	6% 1	11% 2	67% 12	6% 1	11% 2	0% 0	5% 18	3.06

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