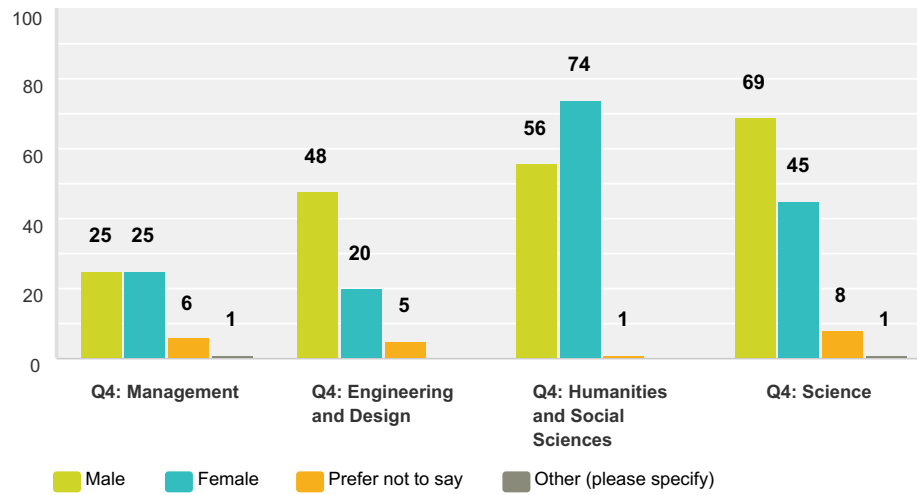


Q1 Are you Male/Female/Prefer Not to Say

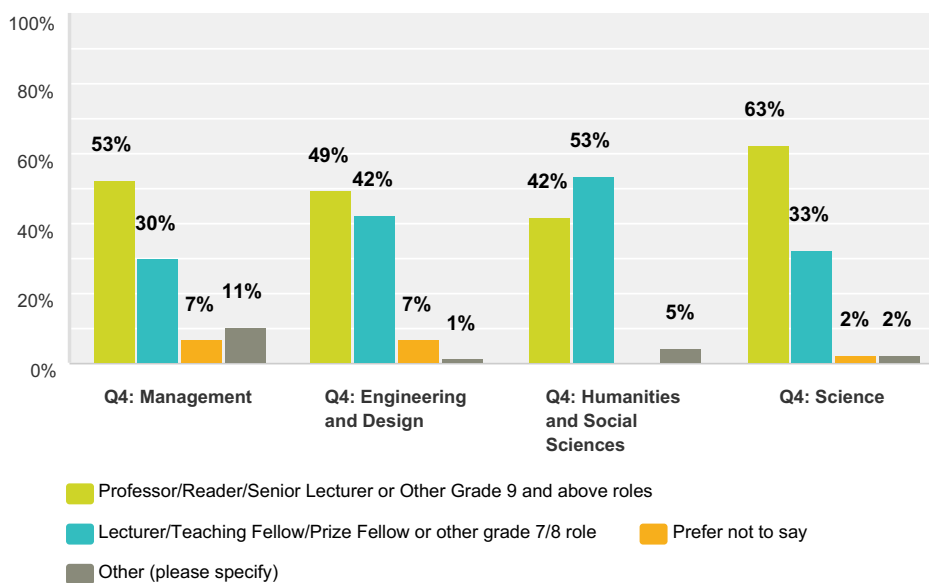
Answered: 384 Skipped: 0



	Male	Female	Prefer not to say	Other (please specify)	Total
Q4: Management	43.86% 25	43.86% 25	10.53% 6	1.75% 1	14.84% 57
Q4: Engineering and Design	65.75% 48	27.40% 20	6.85% 5	0.00% 0	19.01% 73
Q4: Humanities and Social Sciences	42.75% 56	56.49% 74	0.76% 1	0.00% 0	34.11% 131
Q4: Science	56.10% 69	36.59% 45	6.50% 8	0.81% 1	32.03% 123
Total Respondents	198	164	20	2	384

Q2 What is your current role/grade?

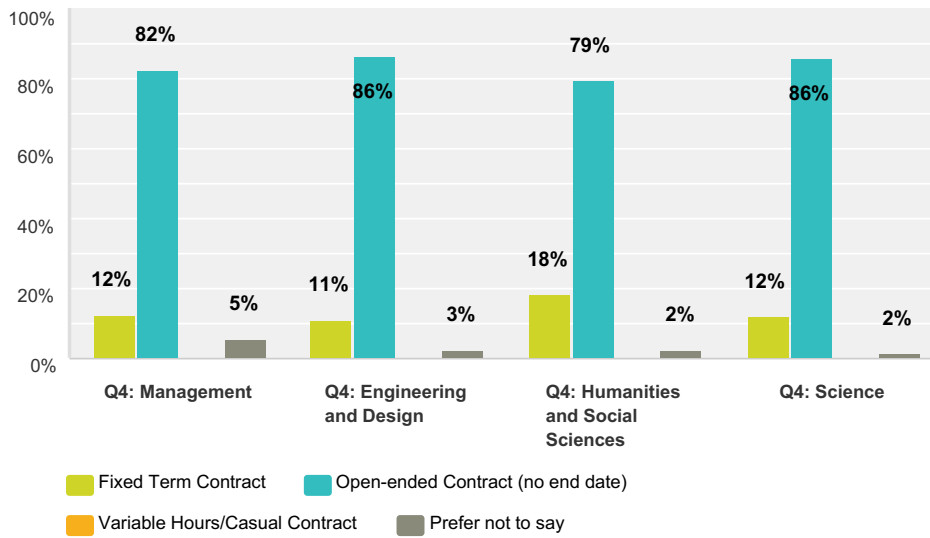
Answered: 384 Skipped: 0



	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
Q4: Management	53% 30	30% 17	7% 4	11% 6	15% 57
Q4: Engineering and Design	49% 36	42% 31	7% 5	1% 1	19% 73
Q4: Humanities and Social Sciences	42% 55	53% 70	0% 0	5% 6	34% 131
Q4: Science	63% 77	33% 40	2% 3	2% 3	32% 123
Total Respondents	198	158	12	16	384

Q3 What type of contract are you on?

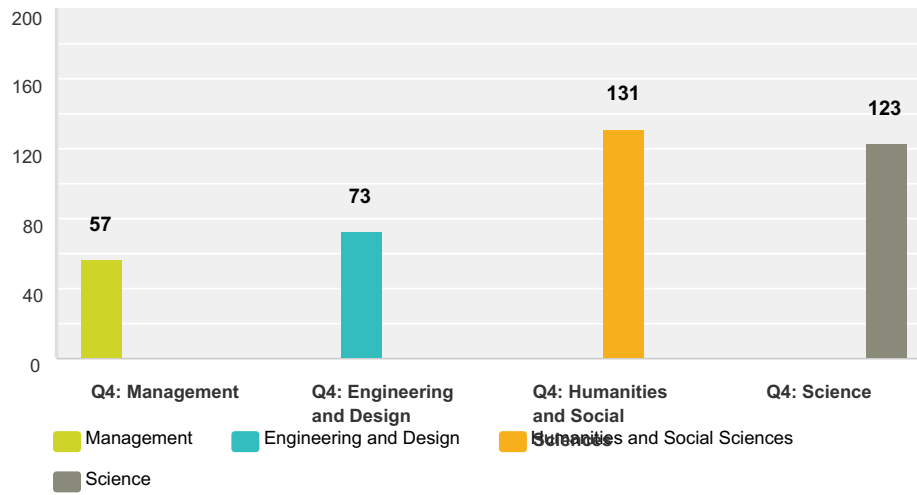
Answered: 384 Skipped: 0



	Fixed Term Contract	Open-ended Contract (no end date)	Variable Hours/Casual Contract	Prefer not to say	Total
Q4: Management	12% 7	82% 47	0% 0	5% 3	15% 57
Q4: Engineering and Design	11% 8	86% 63	0% 0	3% 2	19% 73
Q4: Humanities and Social Sciences	18% 24	79% 104	0% 0	2% 3	34% 131
Q4: Science	12% 15	86% 106	0% 0	2% 2	32% 123
Total Respondents	54	320	0	10	384

Q4 Which Faculty/School are you in?

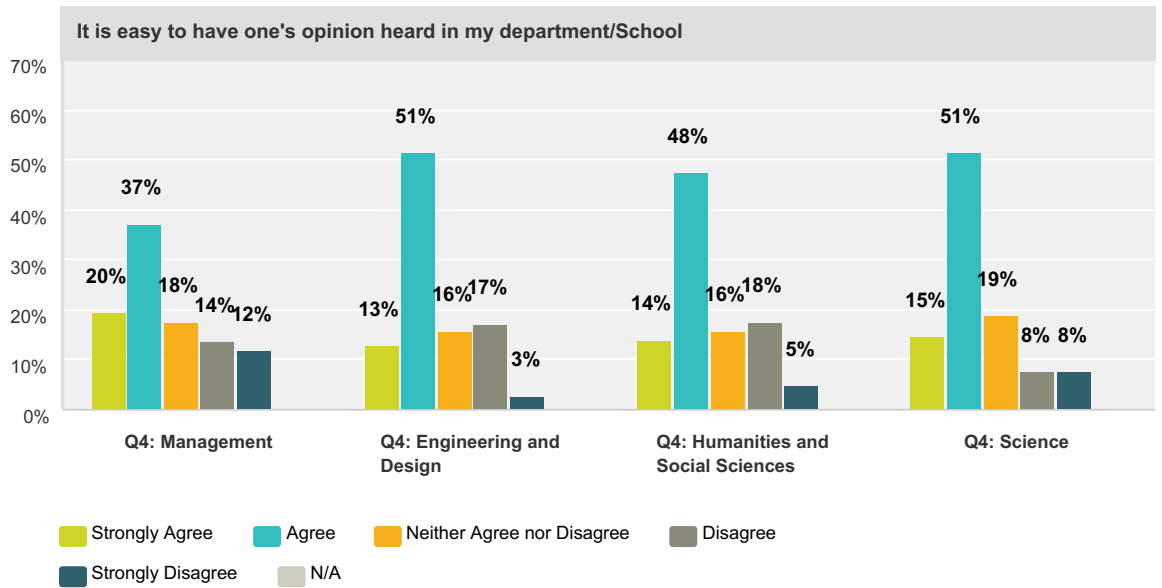
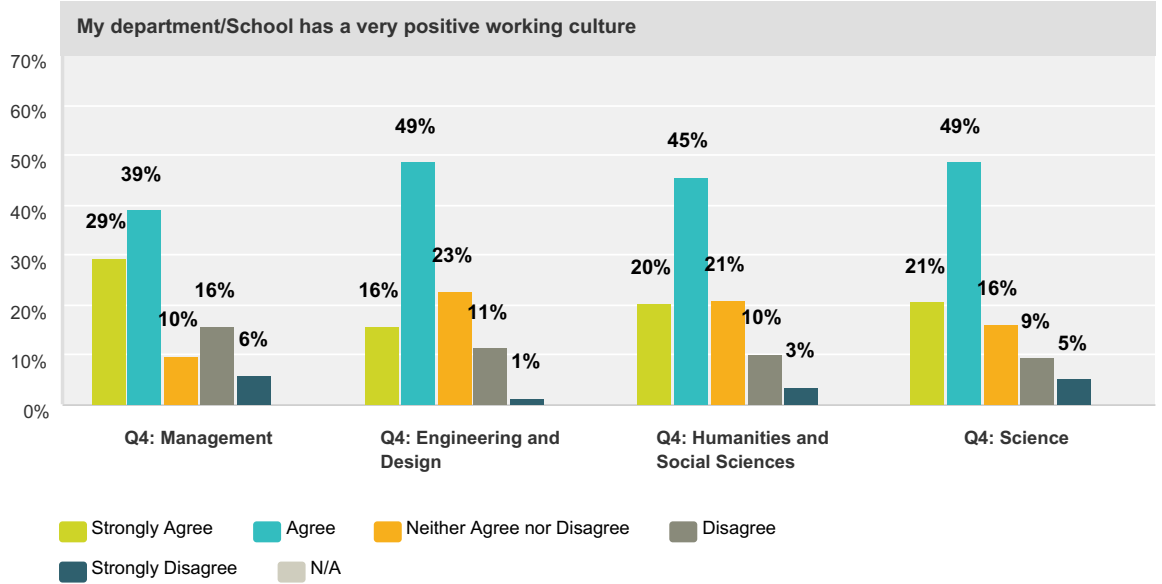
Answered: 384 Skipped: 0



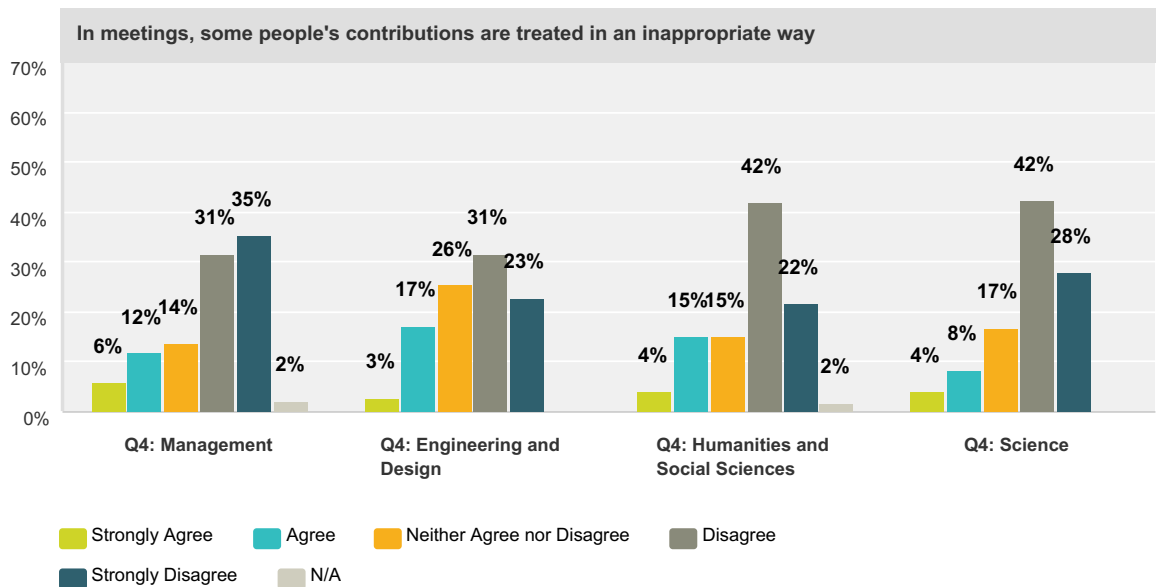
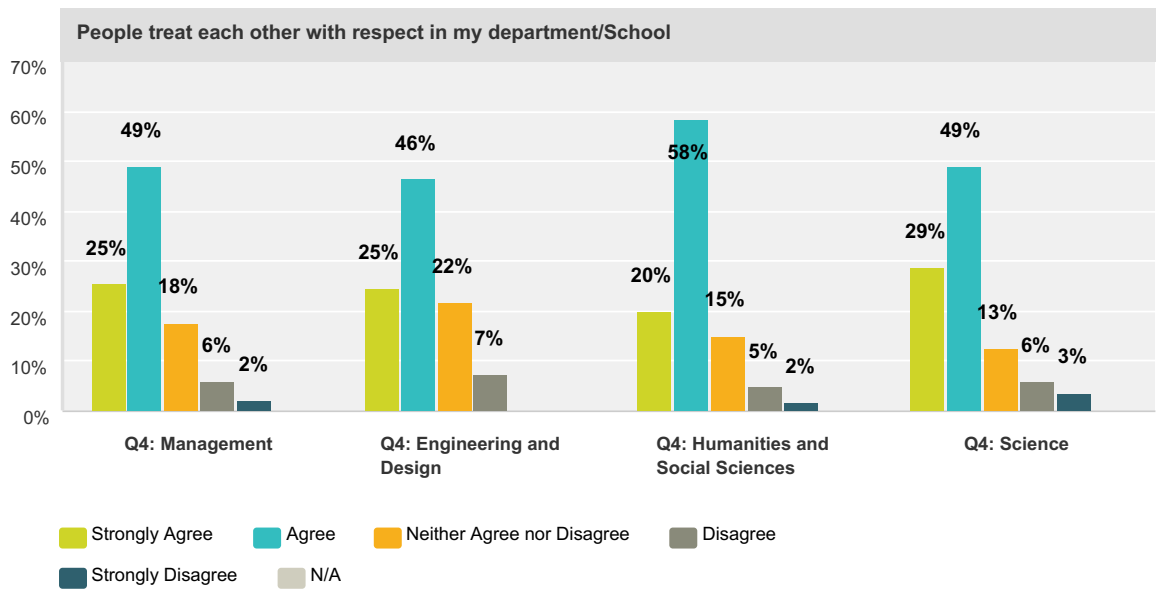
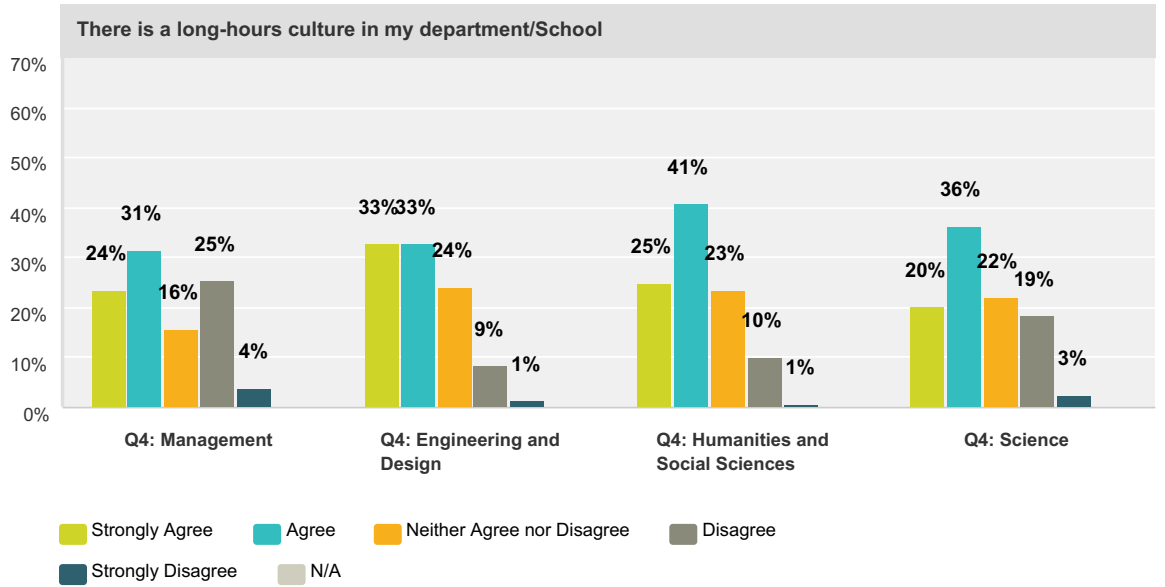
	Management	Engineering and Design	Humanities and Social Sciences	Science	Total
Q4: Management	100% 57	0% 0	0% 0	0% 0	15% 57
Q4: Engineering and Design	0% 0	100% 73	0% 0	0% 0	19% 73
Q4: Humanities and Social Sciences	0% 0	0% 0	100% 131	0% 0	34% 131
Q4: Science	0% 0	0% 0	0% 0	100% 123	32% 123
Total Respondents	57	73	131	123	384

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

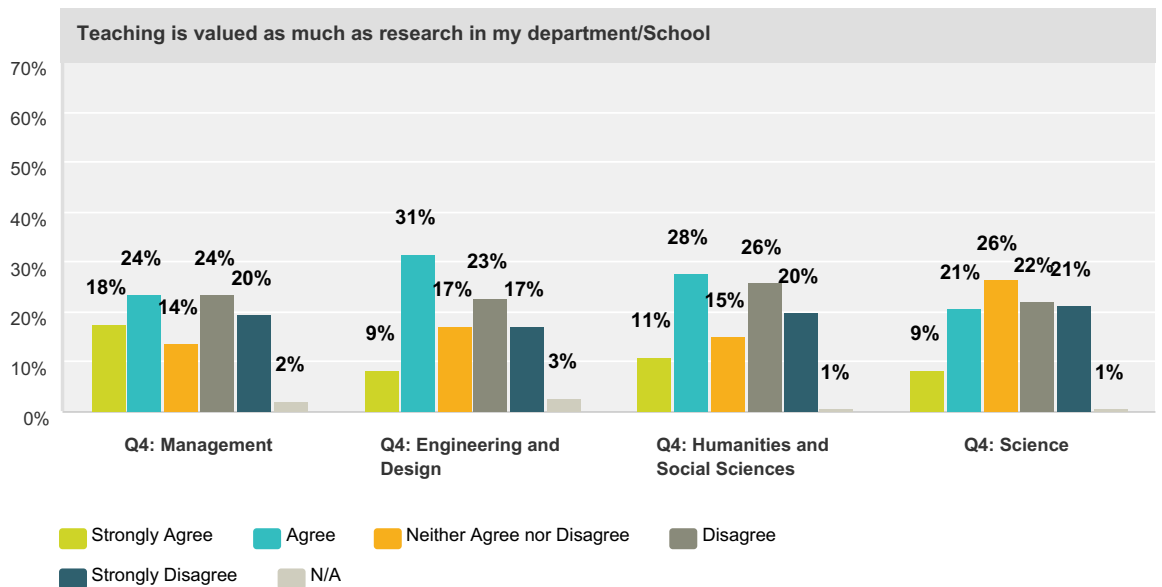
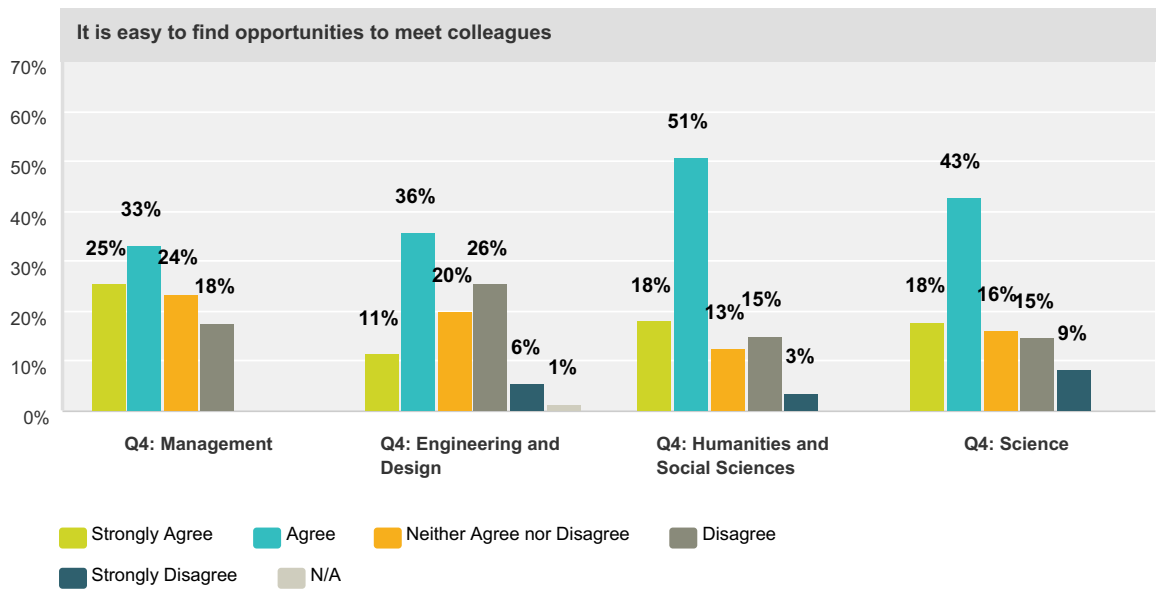
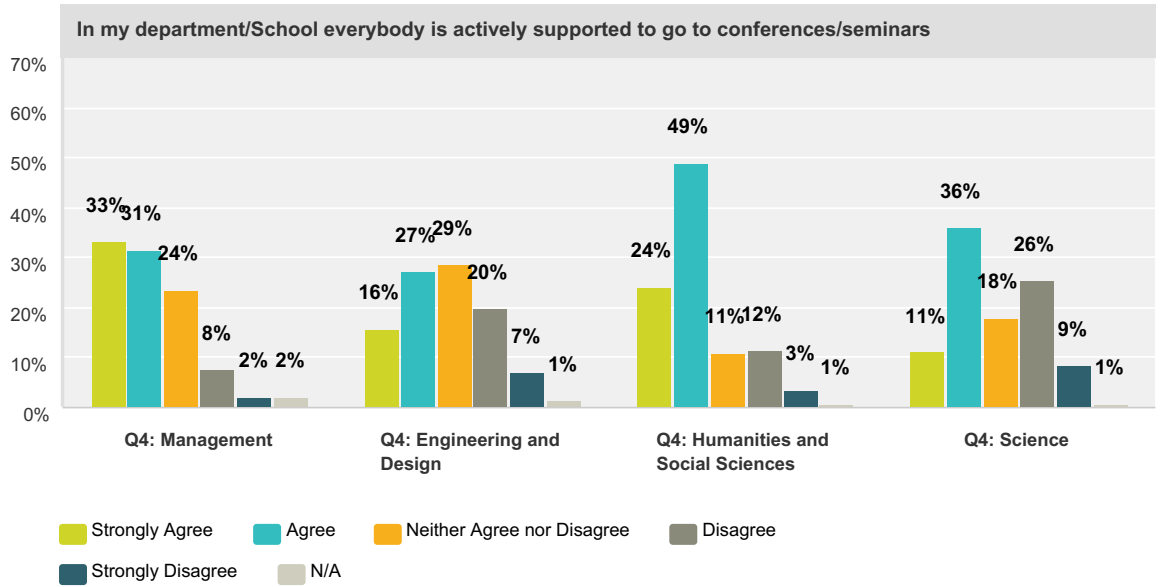
Answered: 359 Skipped: 25



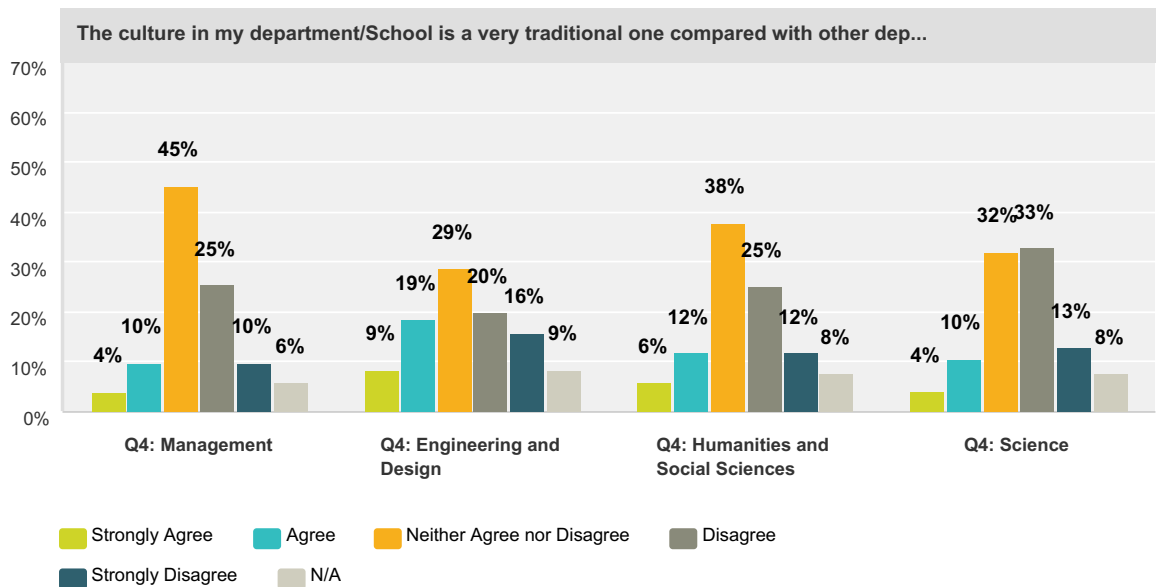
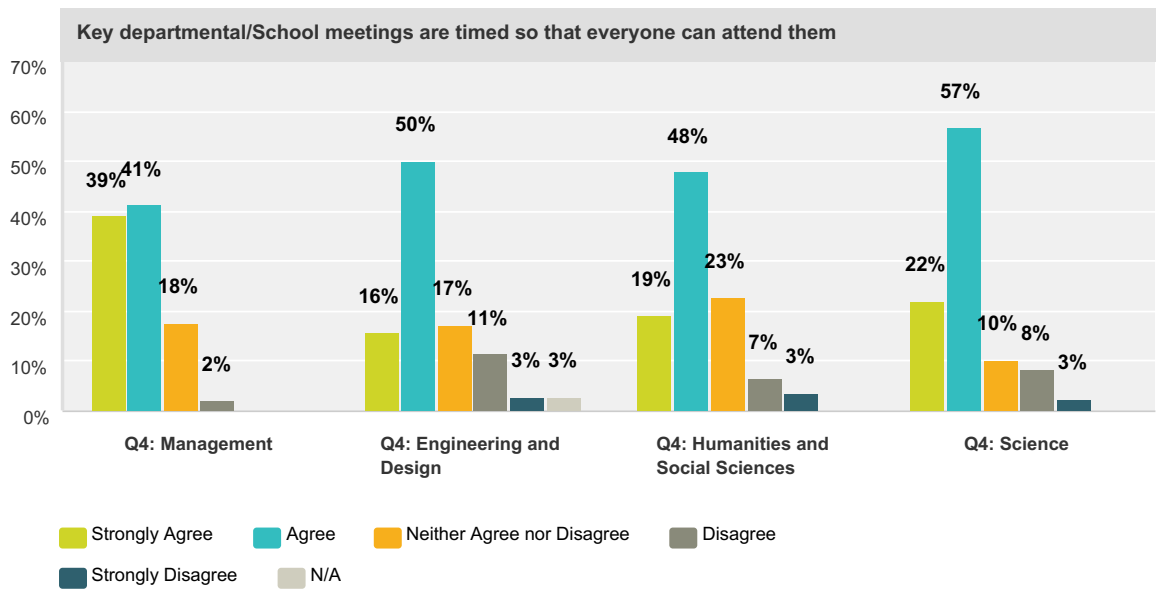
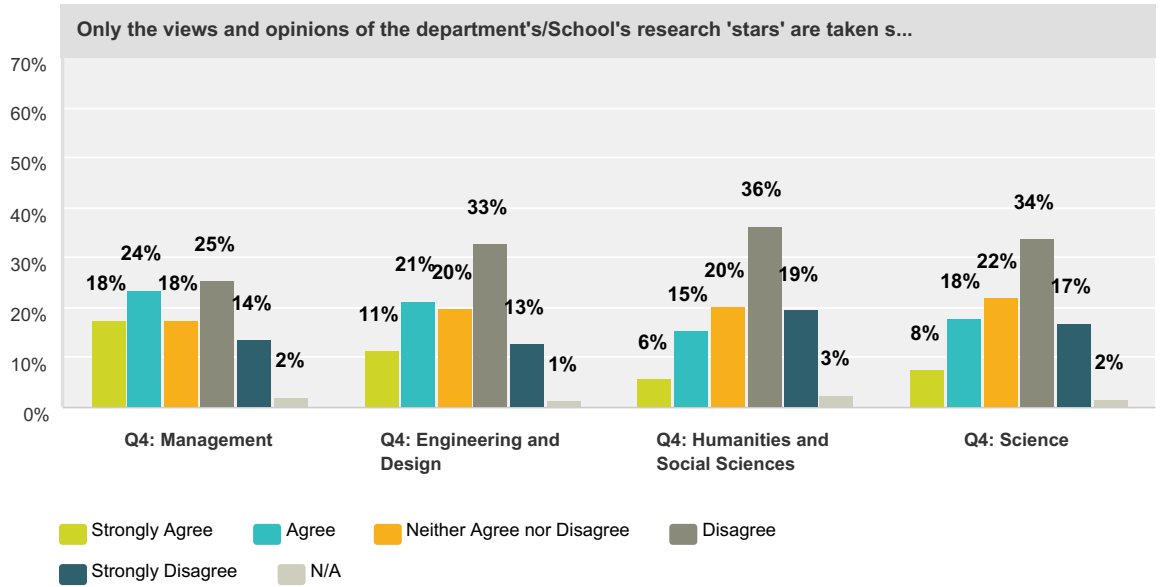
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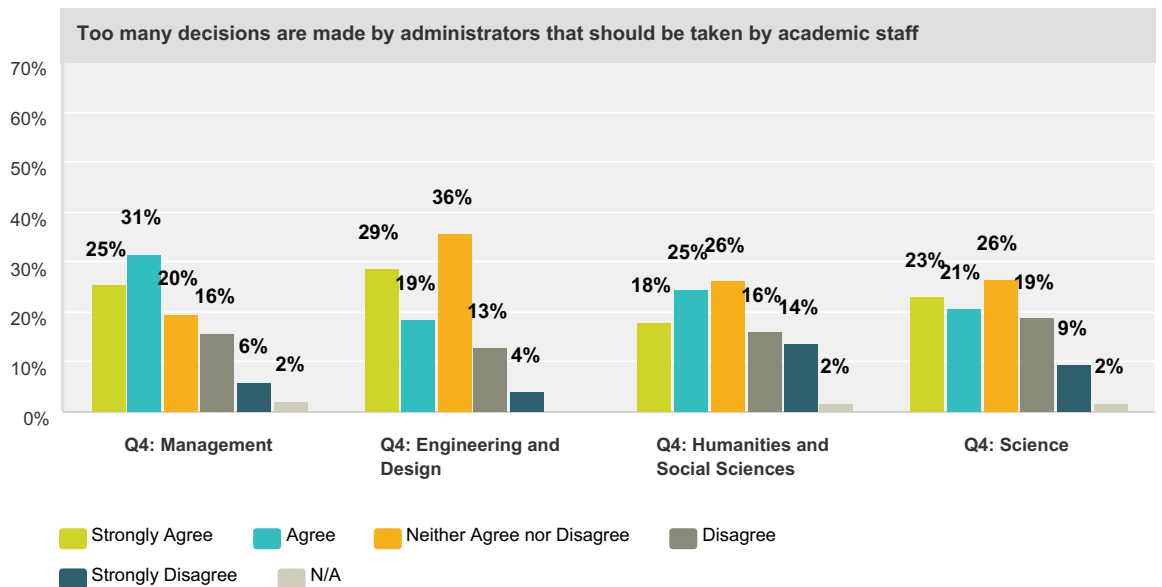
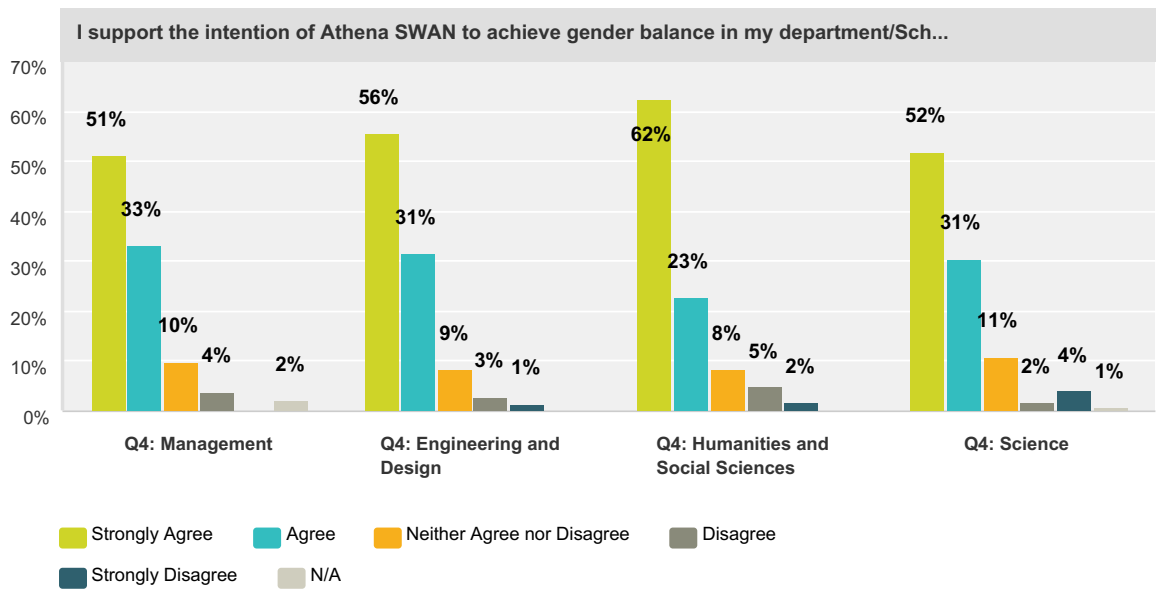
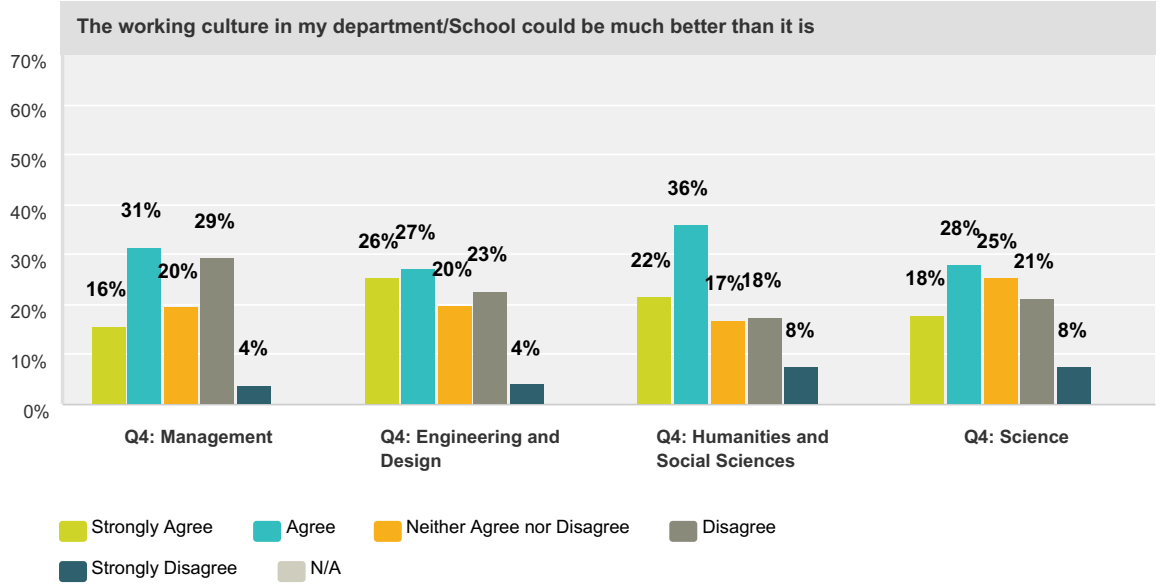
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My department/School has a very positive working culture								
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average

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Q4: Management	29% 15	39% 20	10% 5	16% 8	6% 3	0% 0	14% 51	2.29
Q4: Engineering and Design	16% 11	49% 34	23% 16	11% 8	1% 1	0% 0	19% 70	2.34
Q4: Humanities and Social Sciences	20% 24	45% 54	21% 25	10% 12	3% 4	0% 0	33% 119	2.31
Q4: Science	21% 24	49% 57	16% 19	9% 11	5% 6	0% 0	33% 117	2.30

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
Q4: Management	20% 10	37% 19	18% 9	14% 7	12% 6	0% 0	14% 51	2.61
Q4: Engineering and Design	13% 9	51% 36	16% 11	17% 12	3% 2	0% 0	19% 70	2.46
Q4: Humanities and Social Sciences	14% 17	48% 57	16% 19	18% 21	5% 6	0% 0	33% 120	2.52
Q4: Science	15% 17	51% 60	19% 22	8% 9	8% 9	0% 0	33% 117	2.43

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
Q4: Management	24% 12	31% 16	16% 8	25% 13	4% 2	0% 0	14% 51	2.55
Q4: Engineering and Design	33% 23	33% 23	24% 17	9% 6	1% 1	0% 0	19% 70	2.13
Q4: Humanities and Social Sciences	25% 30	41% 49	23% 28	10% 12	1% 1	0% 0	33% 120	2.21
Q4: Science	20% 24	36% 43	22% 26	19% 22	3% 3	0% 0	33% 118	2.47

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
Q4: Management	25% 13	49% 25	18% 9	6% 3	2% 1	0% 0	14% 51	2.10
Q4: Engineering and Design	25% 17	46% 32	22% 15	7% 5	0% 0	0% 0	19% 69	2.12
Q4: Humanities and Social Sciences	20% 24	58% 70	15% 18	5% 6	2% 2	0% 0	33% 120	2.10
Q4: Science	29% 34	49% 58	13% 15	6% 7	3% 4	0% 0	33% 118	2.06

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
Q4: Management	6% 3	12% 6	14% 7	31% 16	35% 18	2% 1	14% 51	3.80
Q4: Engineering and Design	3% 2	17% 12	26% 18	31% 22	23% 16	0% 0	19% 70	3.54
Q4: Humanities and Social Sciences	4% 5	15% 18	15% 18	42% 50	22% 26	2% 2	33% 119	3.63
Q4: Science	4% 5	8% 10	17% 20	42% 50	28% 33	0% 0	33% 118	3.81

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
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Q4: Management	33% 17	31% 16	24% 12	8% 4	2% 1	2% 1	14% 51	2.12
Q4: Engineering and Design	16% 11	27% 19	29% 20	20% 14	7% 5	1% 1	19% 70	2.75
Q4: Humanities and Social Sciences	24% 29	49% 59	11% 13	12% 14	3% 4	1% 1	33% 120	2.20
Q4: Science	11% 13	36% 42	18% 21	26% 30	9% 10	1% 1	33% 117	2.84

It is easy to find opportunities to meet colleagues

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q4: Management	25% 13	33% 17	24% 12	18% 9	0% 0	0% 0	14% 51	2.33
Q4: Engineering and Design	11% 8	36% 25	20% 14	26% 18	6% 4	1% 1	19% 70	2.78
Q4: Humanities and Social Sciences	18% 22	51% 61	13% 15	15% 18	3% 4	0% 0	33% 120	2.34
Q4: Science	18% 21	43% 50	16% 19	15% 17	9% 10	0% 0	33% 117	2.53

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
Q4: Management	18% 9	24% 12	14% 7	24% 12	20% 10	2% 1	14% 51	3.04
Q4: Engineering and Design	9% 6	31% 22	17% 12	23% 16	17% 12	3% 2	19% 70	3.09
Q4: Humanities and Social Sciences	11% 13	28% 33	15% 18	26% 31	20% 24	1% 1	33% 120	3.17
Q4: Science	9% 10	21% 24	26% 31	22% 26	21% 25	1% 1	33% 117	3.28

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
Q4: Management	18% 9	24% 12	18% 9	25% 13	14% 7	2% 1	14% 51	2.94
Q4: Engineering and Design	11% 8	21% 15	20% 14	33% 23	13% 9	1% 1	19% 70	3.14
Q4: Humanities and Social Sciences	6% 7	15% 18	20% 24	36% 43	19% 23	3% 3	33% 118	3.50
Q4: Science	8% 9	18% 21	22% 26	34% 40	17% 20	2% 2	33% 118	3.35

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
Q4: Management	39% 20	41% 21	18% 9	2% 1	0% 0	0% 0	14% 51	1.82
Q4: Engineering and Design	16% 11	50% 35	17% 12	11% 8	3% 2	3% 2	19% 70	2.34
Q4: Humanities and Social Sciences	19% 23	48% 57	23% 27	7% 8	3% 4	0% 0	33% 119	2.27
Q4: Science	22% 26	57% 67	10% 12	8% 10	3% 3	0% 0	33% 118	2.13

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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University Athena SWAN Survey

Q4: Management	4% 2	10% 5	45% 23	25% 13	10% 5	6% 3	14% 51	3.29
Q4: Engineering and Design	9% 6	19% 13	29% 20	20% 14	16% 11	9% 6	19% 70	3.17
Q4: Humanities and Social Sciences	6% 7	12% 14	38% 45	25% 30	12% 14	8% 9	33% 119	3.27
Q4: Science	4% 5	10% 12	32% 37	33% 38	13% 15	8% 9	32% 116	3.43

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
Q4: Management	16% 8	31% 16	20% 10	29% 15	4% 2	0% 0	14% 51	2.75
Q4: Engineering and Design	26% 18	27% 19	20% 14	23% 16	4% 3	0% 0	19% 70	2.53
Q4: Humanities and Social Sciences	22% 26	36% 43	17% 20	18% 21	8% 9	0% 0	33% 119	2.53
Q4: Science	18% 21	28% 33	25% 30	21% 25	8% 9	0% 0	33% 118	2.73

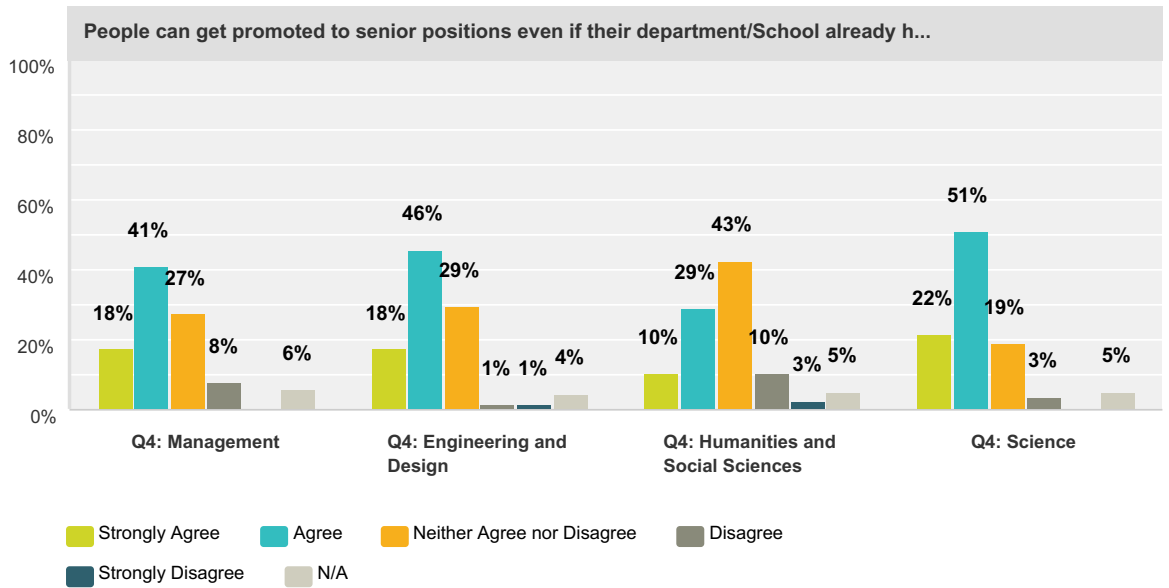
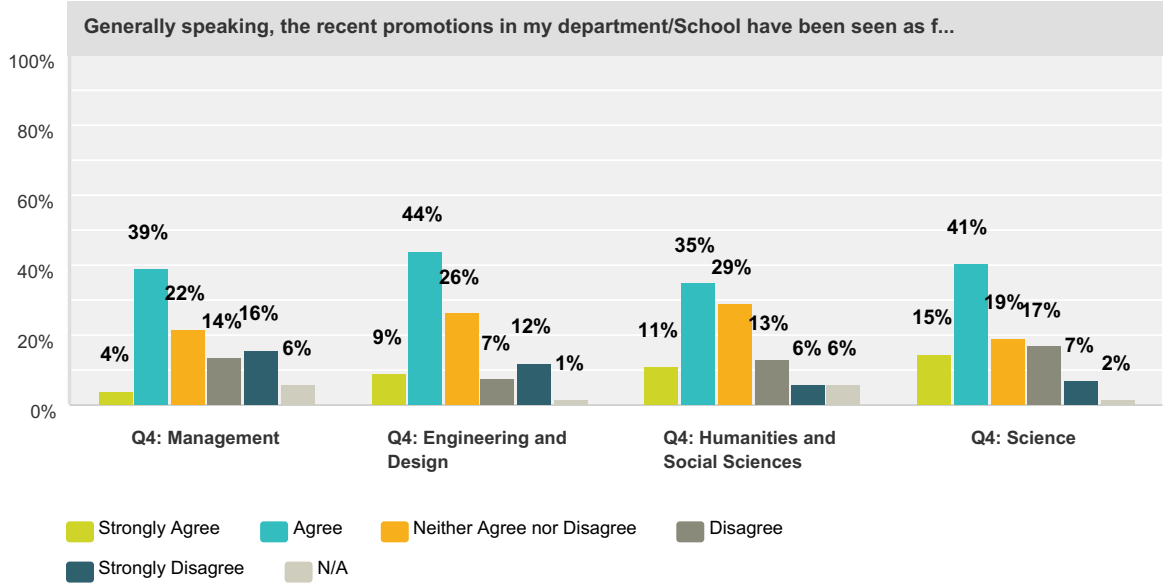
I support the intention of Athena SWAN to achieve gender balance in my department/School								
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q4: Management	51% 26	33% 17	10% 5	4% 2	0% 0	2% 1	14% 51	1.66
Q4: Engineering and Design	56% 39	31% 22	9% 6	3% 2	1% 1	0% 0	19% 70	1.63
Q4: Humanities and Social Sciences	62% 74	23% 27	8% 10	5% 6	2% 2	0% 0	33% 119	1.61
Q4: Science	52% 61	31% 36	11% 13	2% 2	4% 5	1% 1	33% 118	1.75

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
Q4: Management	25% 13	31% 16	20% 10	16% 8	6% 3	2% 1	14% 51	2.44
Q4: Engineering and Design	29% 20	19% 13	36% 25	13% 9	4% 3	0% 0	19% 70	2.46
Q4: Humanities and Social Sciences	18% 21	25% 29	26% 31	16% 19	14% 16	2% 2	33% 118	2.83
Q4: Science	23% 27	21% 24	26% 31	19% 22	9% 11	2% 2	33% 117	2.70

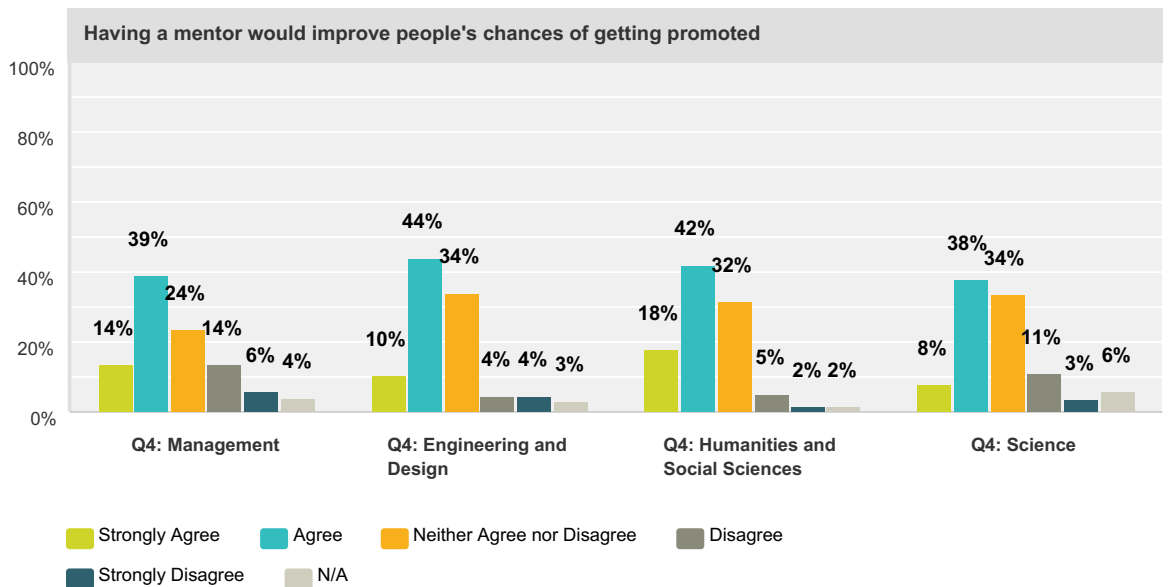
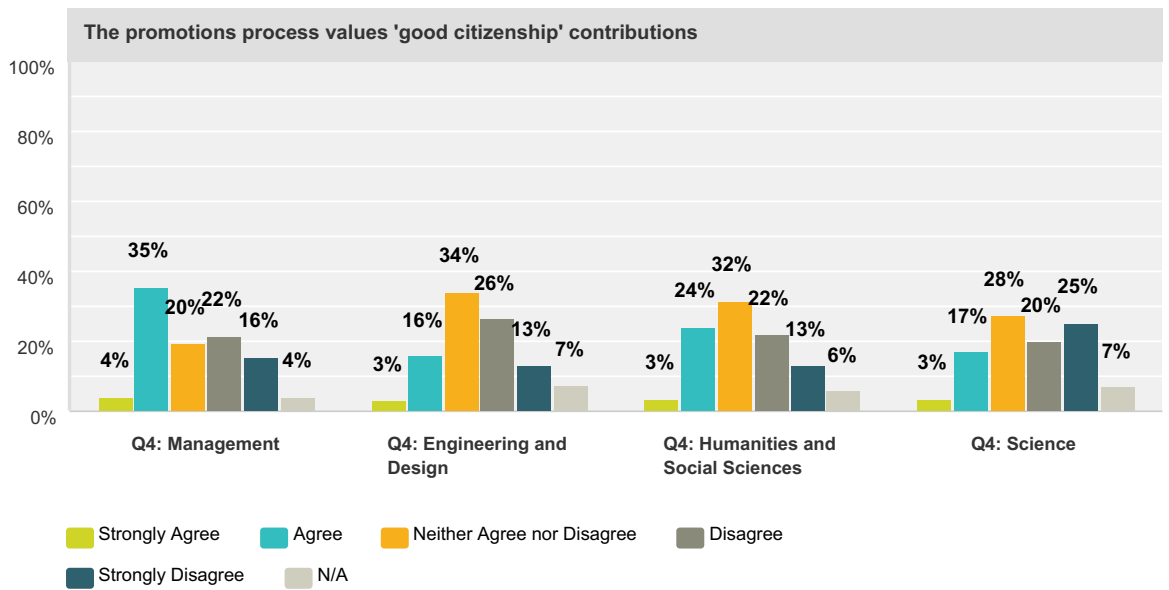
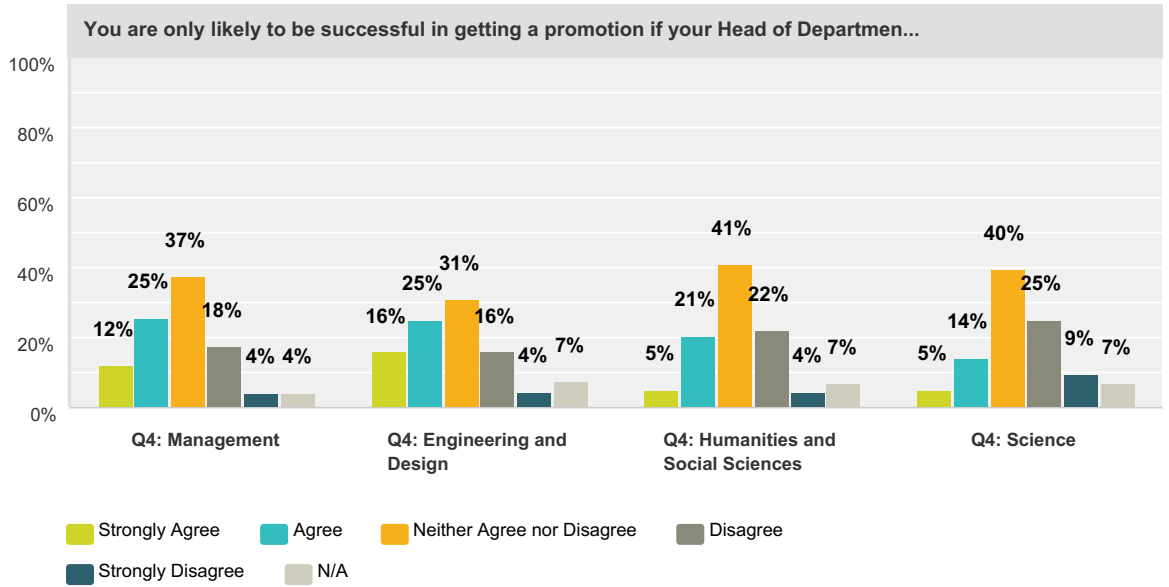
	Q4: Management	Q4: Engineering and Design	Q4: Humanities and Social Sciences	Q4: Science	Total
Are there any comments or caveats you would like to make relating to your responses above?	10	12	23	27	72

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

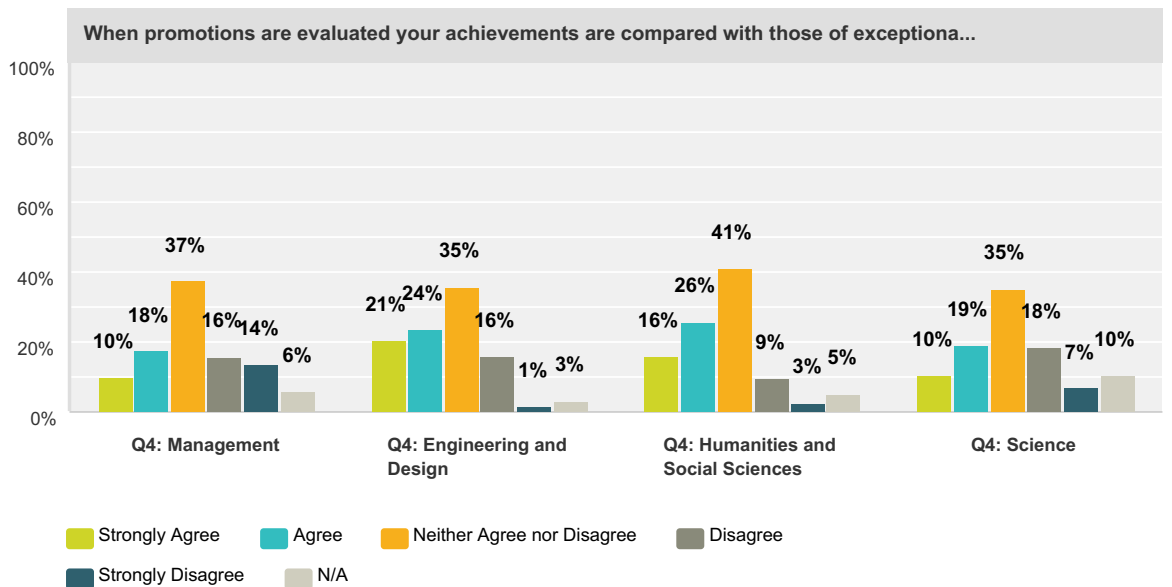
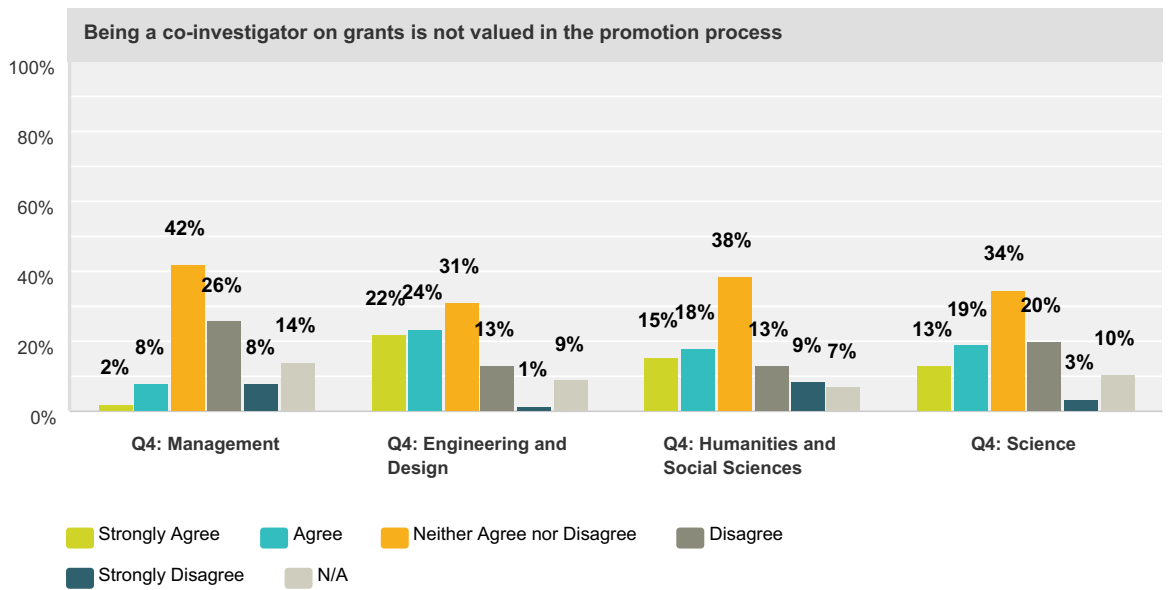
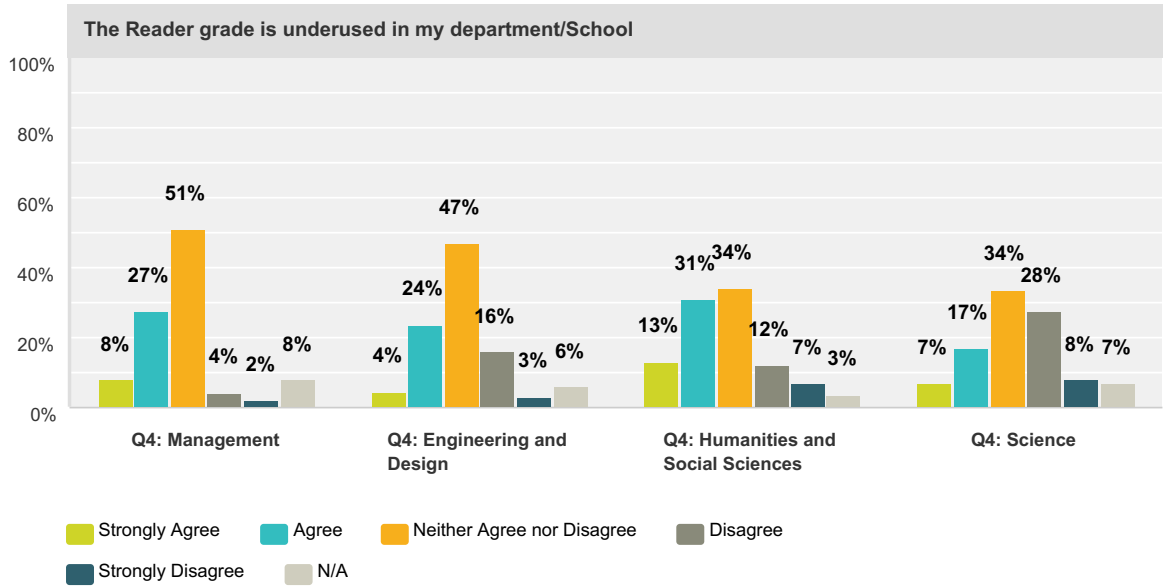
Answered: 353 Skipped: 31



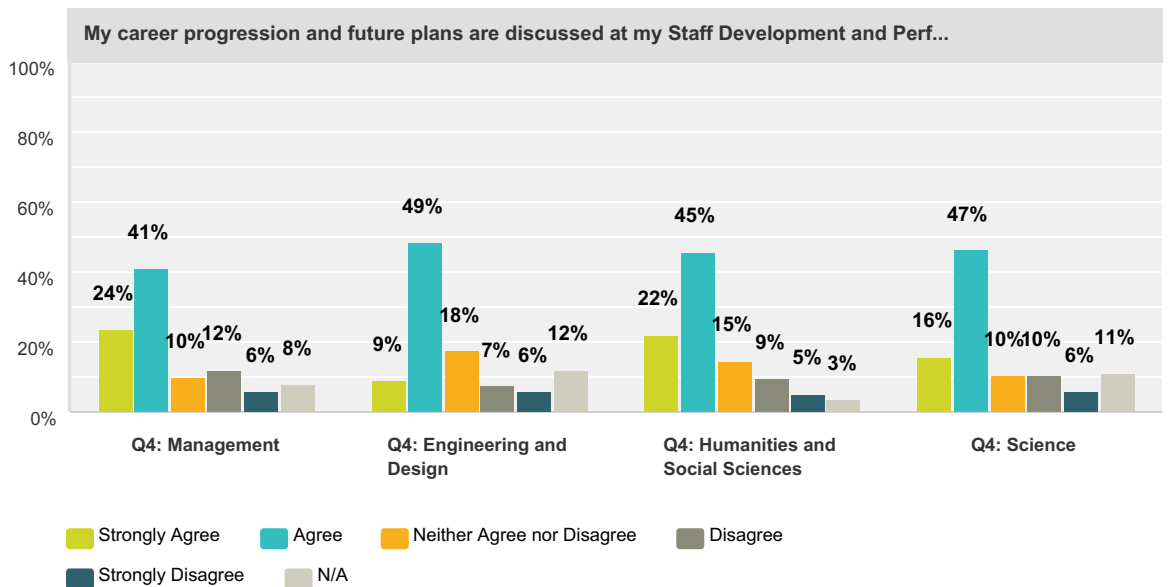
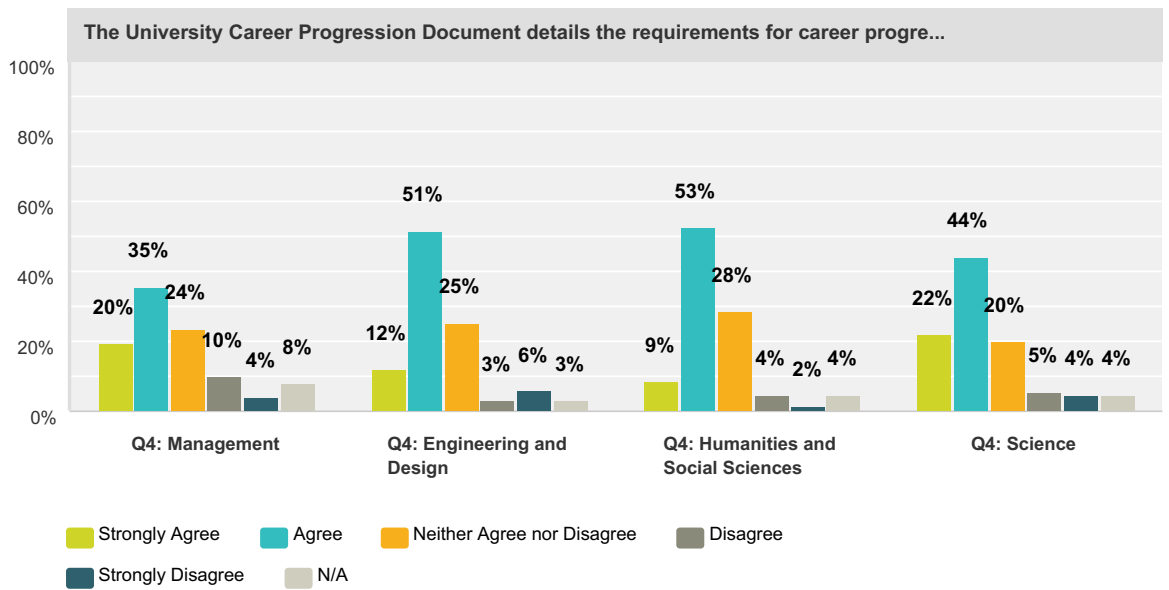
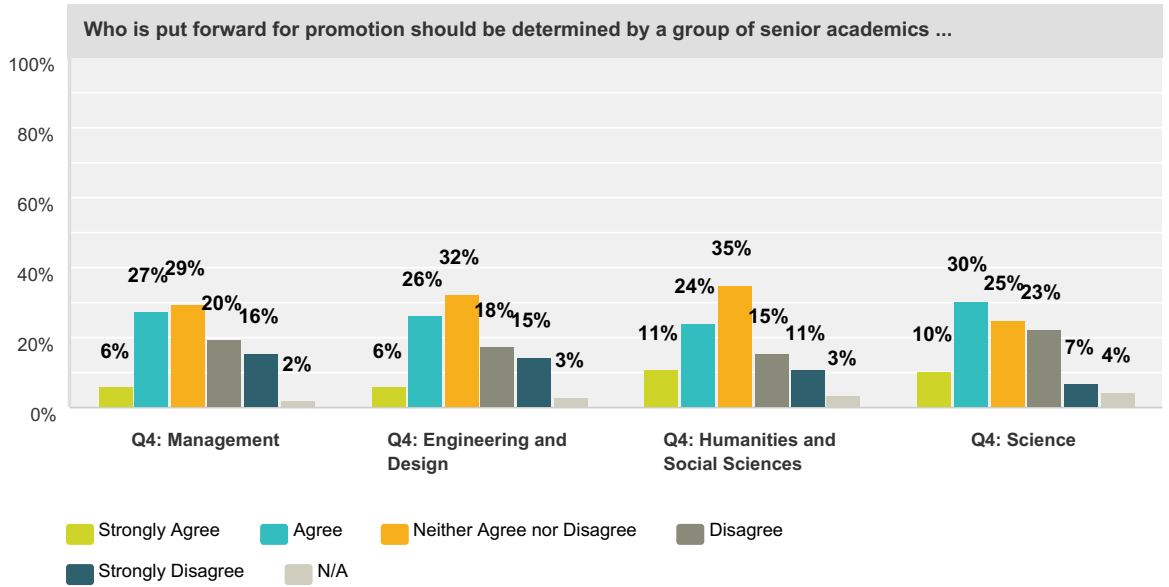
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Generally speaking, the recent promotions in my department/School have been seen as fair and appropriate

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average

University Athena SWAN Survey

Q4: Management	4% 2	39% 20	22% 11	14% 7	16% 8	6% 3	14% 51	2.98
Q4: Engineering and Design	9% 6	44% 30	26% 18	7% 5	12% 8	1% 1	19% 68	2.69
Q4: Humanities and Social Sciences	11% 13	35% 41	29% 34	13% 15	6% 7	6% 7	33% 117	2.65
Q4: Science	15% 17	41% 47	19% 22	17% 20	7% 8	2% 2	33% 116	2.61

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
Q4: Management	18% 9	41% 21	27% 14	8% 4	0% 0	6% 3	14% 51	2.27
Q4: Engineering and Design	18% 12	46% 31	29% 20	1% 1	1% 1	4% 3	19% 68	2.20
Q4: Humanities and Social Sciences	10% 12	29% 34	43% 50	10% 12	3% 3	5% 6	33% 117	2.64
Q4: Science	22% 25	51% 59	19% 22	3% 4	0% 0	5% 6	33% 116	2.05

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
Q4: Management	12% 6	25% 13	37% 19	18% 9	4% 2	4% 2	14% 51	2.76
Q4: Engineering and Design	16% 11	25% 17	31% 21	16% 11	4% 3	7% 5	19% 68	2.65
Q4: Humanities and Social Sciences	5% 6	21% 24	41% 48	22% 26	4% 5	7% 8	33% 117	3.00
Q4: Science	5% 6	14% 16	40% 46	25% 29	9% 11	7% 8	33% 116	3.21

The promotions process values 'good citizenship' contributions

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q4: Management	4% 2	35% 18	20% 10	22% 11	16% 8	4% 2	14% 51	3.10
Q4: Engineering and Design	3% 2	16% 11	34% 23	26% 18	13% 9	7% 5	19% 68	3.33
Q4: Humanities and Social Sciences	3% 4	24% 28	32% 37	22% 26	13% 15	6% 7	33% 117	3.18
Q4: Science	3% 4	17% 20	28% 32	20% 23	25% 29	7% 8	33% 116	3.49

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
Q4: Management	14% 7	39% 20	24% 12	14% 7	6% 3	4% 2	14% 51	2.57
Q4: Engineering and Design	10% 7	44% 30	34% 23	4% 3	4% 3	3% 2	19% 68	2.47
Q4: Humanities and Social Sciences	18% 21	42% 49	32% 37	5% 6	2% 2	2% 2	33% 117	2.30
Q4: Science	8% 9	38% 44	34% 39	11% 13	3% 4	6% 7	33% 116	2.62

The Reader grade is underused 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

Q4: Management	8% 4	27% 14	51% 26	4% 2	2% 1	8% 4	14% 51	2.62
Q4: Engineering and Design	4% 3	24% 16	47% 32	16% 11	3% 2	6% 4	19% 68	2.89
Q4: Humanities and Social Sciences	13% 15	31% 36	34% 40	12% 14	7% 8	3% 4	33% 117	2.68
Q4: Science	7% 8	17% 20	34% 39	28% 32	8% 9	7% 8	33% 116	3.13

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
Q4: Management	2% 1	8% 4	42% 21	26% 13	8% 4	14% 7	14% 50	3.35
Q4: Engineering and Design	22% 15	24% 16	31% 21	13% 9	1% 1	9% 6	19% 68	2.44
Q4: Humanities and Social Sciences	15% 18	18% 21	38% 45	13% 15	9% 10	7% 8	33% 117	2.80
Q4: Science	13% 15	19% 22	34% 40	20% 23	3% 4	10% 12	33% 116	2.80

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
Q4: Management	10% 5	18% 9	37% 19	16% 8	14% 7	6% 3	14% 51	3.06
Q4: Engineering and Design	21% 14	24% 16	35% 24	16% 11	1% 1	3% 2	19% 68	2.53
Q4: Humanities and Social Sciences	16% 19	26% 30	41% 48	9% 11	3% 3	5% 6	33% 117	2.54
Q4: Science	10% 12	19% 22	35% 40	18% 21	7% 8	10% 12	33% 115	2.91

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
Q4: Management	6% 3	27% 14	29% 15	20% 10	16% 8	2% 1	14% 51	3.12
Q4: Engineering and Design	6% 4	26% 18	32% 22	18% 12	15% 10	3% 2	19% 68	3.09
Q4: Humanities and Social Sciences	11% 13	24% 28	35% 41	15% 18	11% 13	3% 4	33% 117	2.91
Q4: Science	10% 12	30% 35	25% 29	23% 26	7% 8	4% 5	33% 115	2.85

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
Q4: Management	20% 10	35% 18	24% 12	10% 5	4% 2	8% 4	14% 51	2.38
Q4: Engineering and Design	12% 8	51% 35	25% 17	3% 2	6% 4	3% 2	19% 68	2.38
Q4: Humanities and Social Sciences	9% 10	53% 61	28% 33	4% 5	2% 2	4% 5	33% 116	2.35
Q4: Science	22% 25	44% 50	20% 23	5% 6	4% 5	4% 5	32% 114	2.23

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
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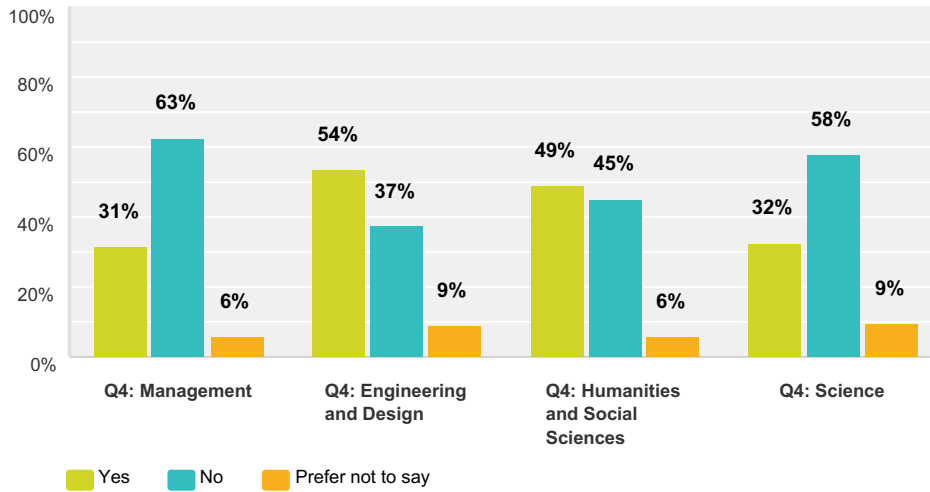
University Athena SWAN Survey

Q4: Management	24% 12	41% 21	10% 5	12% 6	6% 3	8% 4	14% 51	2.30
Q4: Engineering and Design	9% 6	49% 33	18% 12	7% 5	6% 4	12% 8	19% 68	2.47
Q4: Humanities and Social Sciences	22% 26	45% 53	15% 17	9% 11	5% 6	3% 4	33% 117	2.27
Q4: Science	16% 18	47% 54	10% 12	10% 12	6% 7	11% 13	33% 116	2.38

	Q4: Management	Q4: Engineering and Design	Q4: Humanities and Social Sciences	Q4: Science	Total
Are there any comments or caveats you would like to make relating to participation and promotion practices?	10	14	29	35	88

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

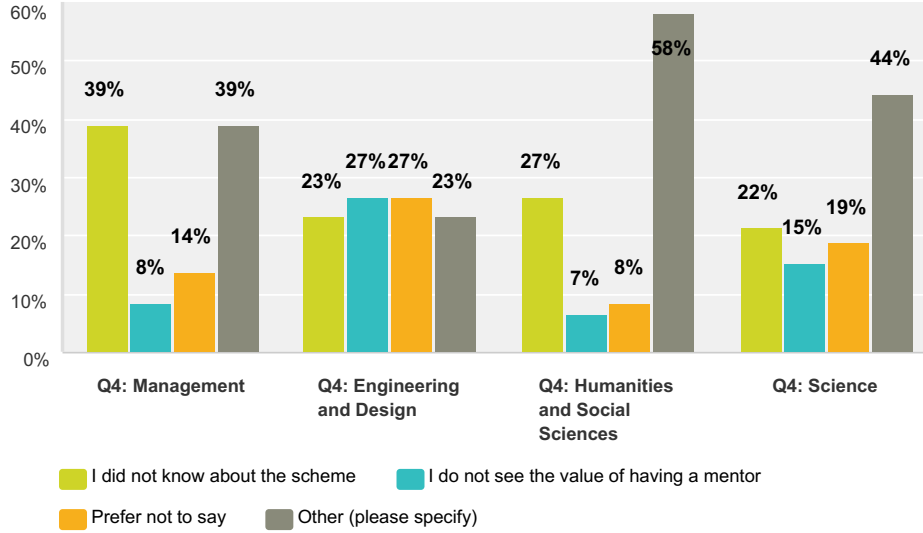
Answered: 351 Skipped: 33



	Yes	No	Prefer not to say	Total
Q4: Management	31% 16	63% 32	6% 3	15% 51
Q4: Engineering and Design	54% 36	37% 25	9% 6	19% 67
Q4: Humanities and Social Sciences	49% 57	45% 52	6% 7	33% 116
Q4: Science	32% 38	58% 68	9% 11	33% 117
Total Respondents	147	177	27	351

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

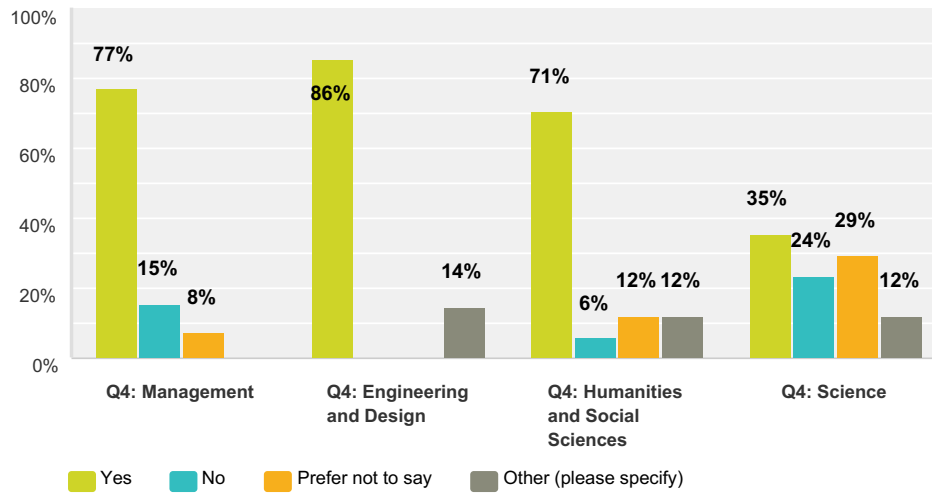
Answered: 205 Skipped: 179



	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
Q4: Management	39% 14	8% 3	14% 5	39% 14	18% 36
Q4: Engineering and Design	23% 7	27% 8	27% 8	23% 7	15% 30
Q4: Humanities and Social Sciences	27% 16	7% 4	8% 5	58% 35	29% 60
Q4: Science	22% 17	15% 12	19% 15	44% 35	39% 79
Total Respondents	54	27	33	91	205

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

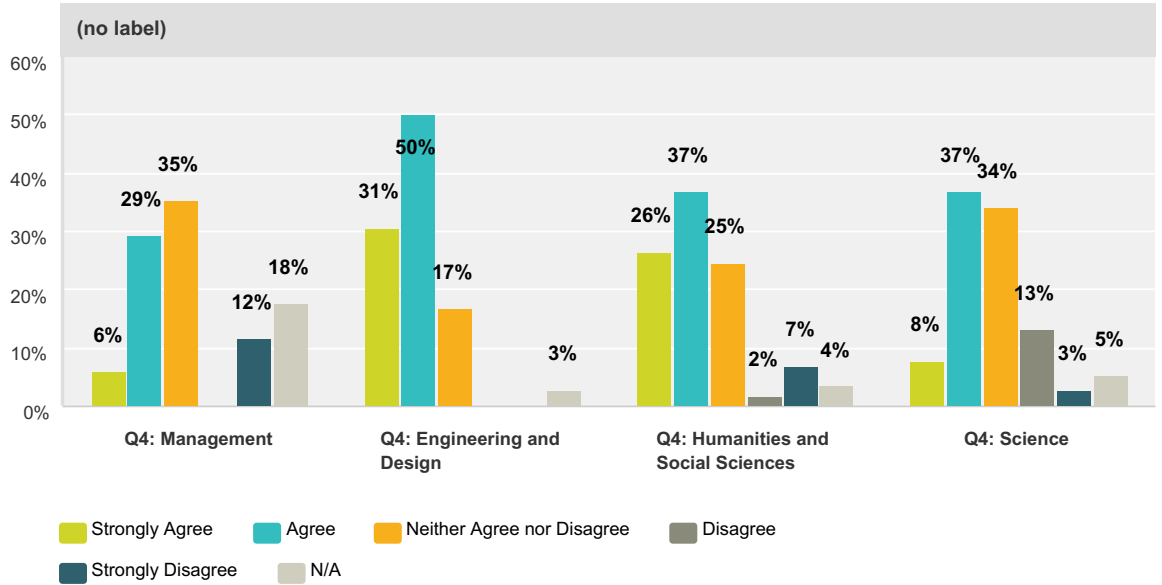
Answered: 54 Skipped: 330



	Yes	No	Prefer not to say	Other (please specify)	Total
Q4: Management	77% 10	15% 2	8% 1	0% 0	24% 13
Q4: Engineering and Design	86% 6	0% 0	0% 0	14% 1	13% 7
Q4: Humanities and Social Sciences	71% 12	6% 1	12% 2	12% 2	31% 17
Q4: Science	35% 6	24% 4	29% 5	12% 2	31% 17
Total Respondents	34	7	8	5	54

Q10 The mentoring scheme has been of help to me

Answered: 148 Skipped: 236

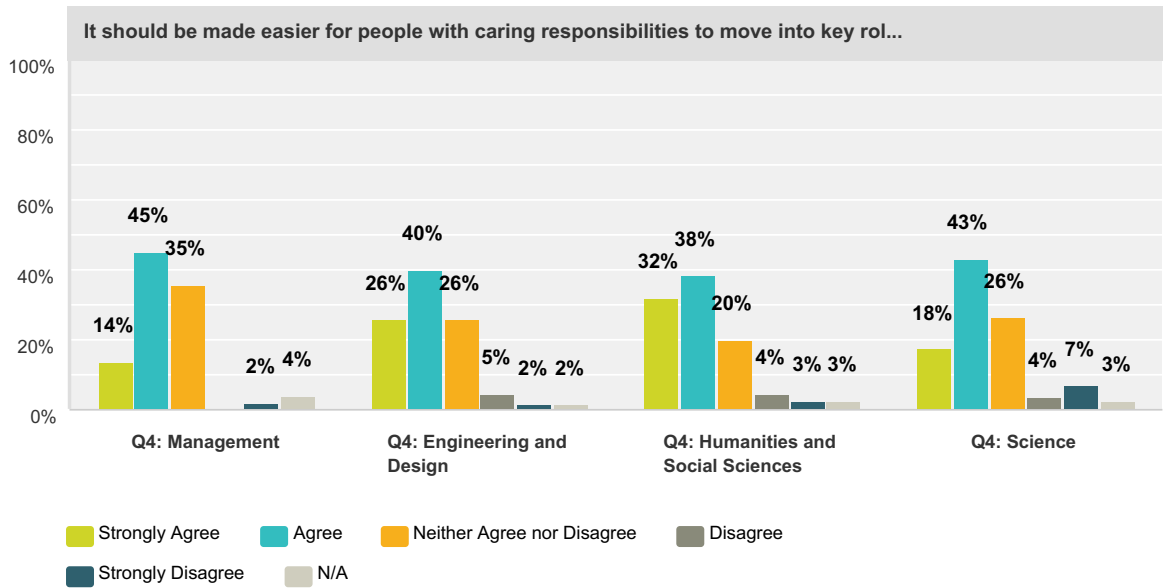
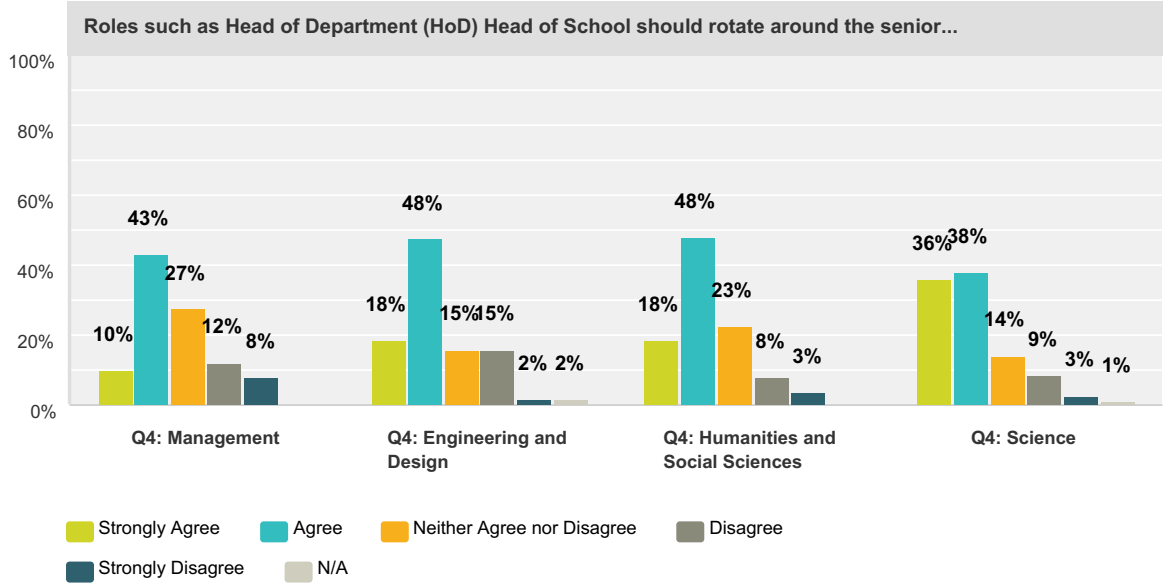


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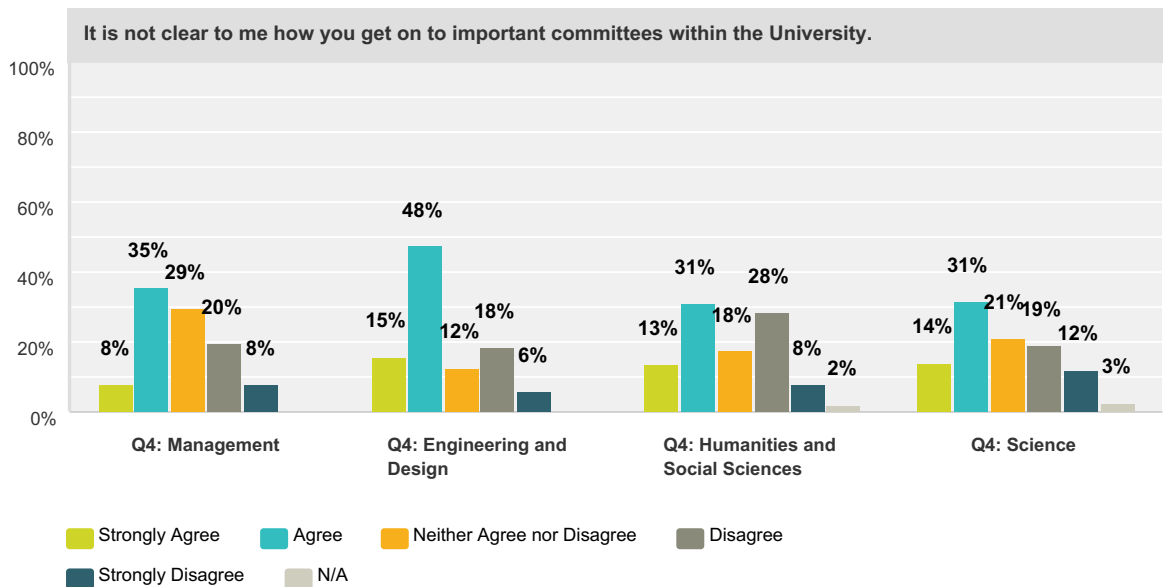
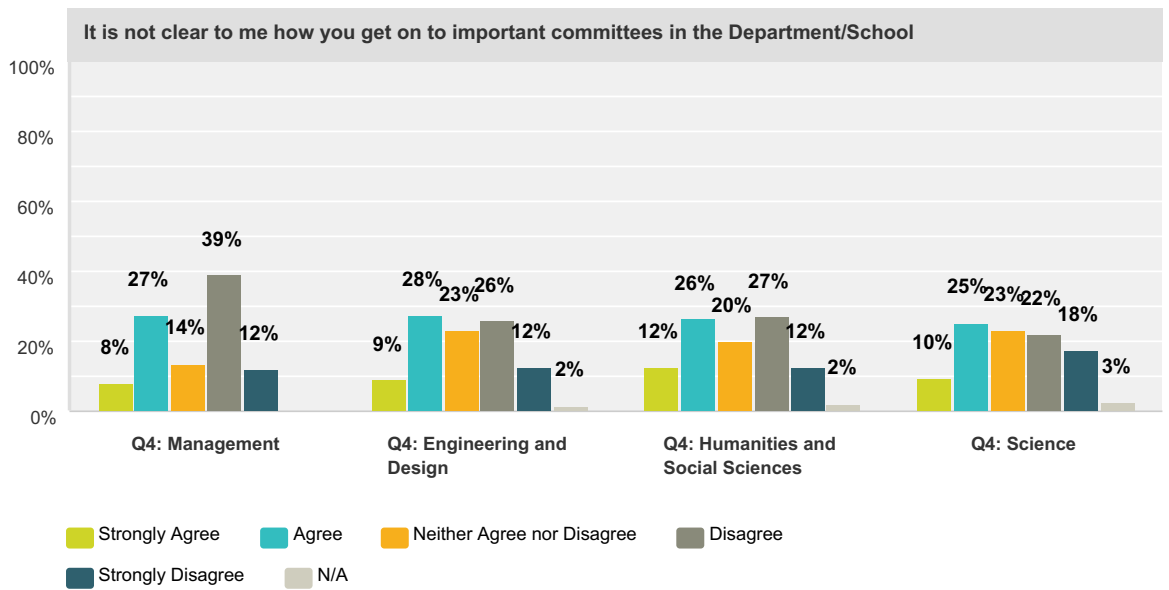
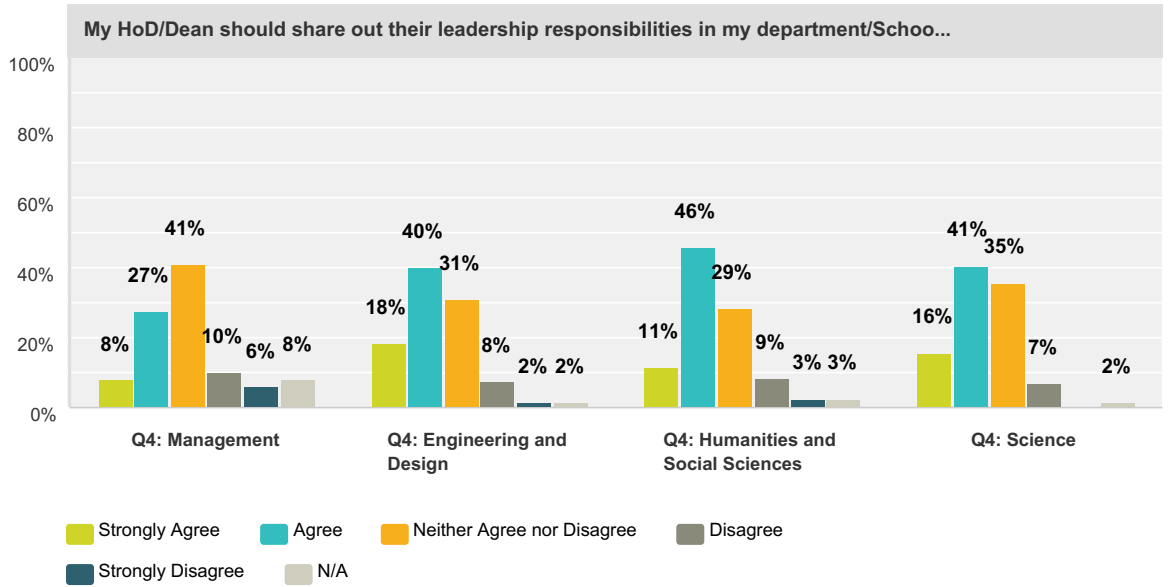
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A	Total	Weighted Average
Q4: Management	6% 1	29% 5	35% 6	0% 0	12% 2	18% 3	11% 17	2.79
Q4: Engineering and Design	31% 11	50% 18	17% 6	0% 0	0% 0	3% 1	24% 36	1.86
Q4: Humanities and Social Sciences	26% 15	37% 21	25% 14	2% 1	7% 4	4% 2	39% 57	2.24
Q4: Science	8% 3	37% 14	34% 13	13% 5	3% 1	5% 2	26% 38	2.64

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

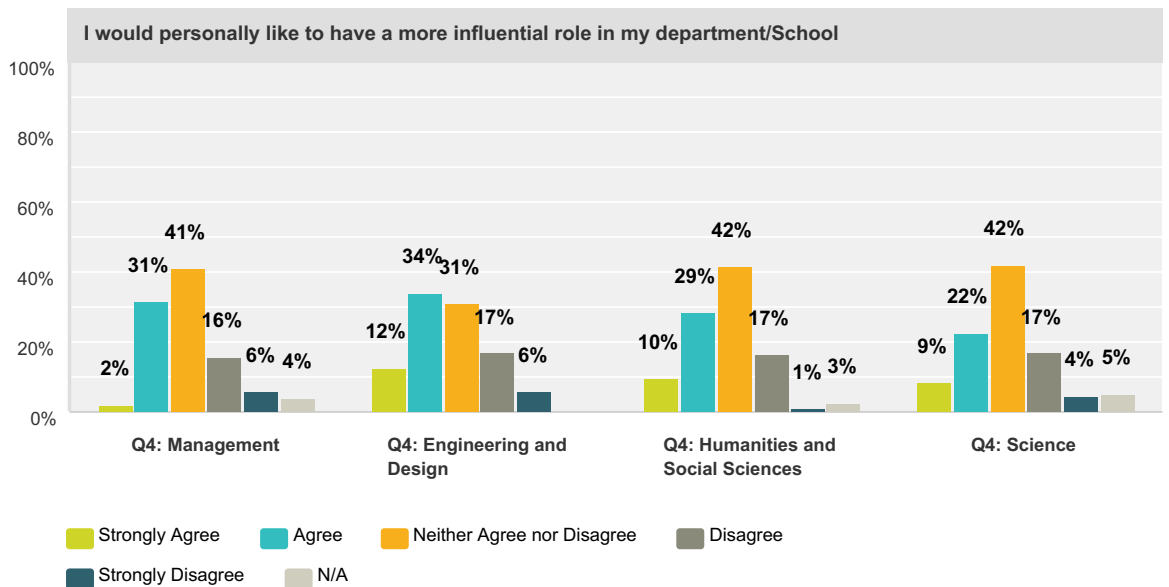
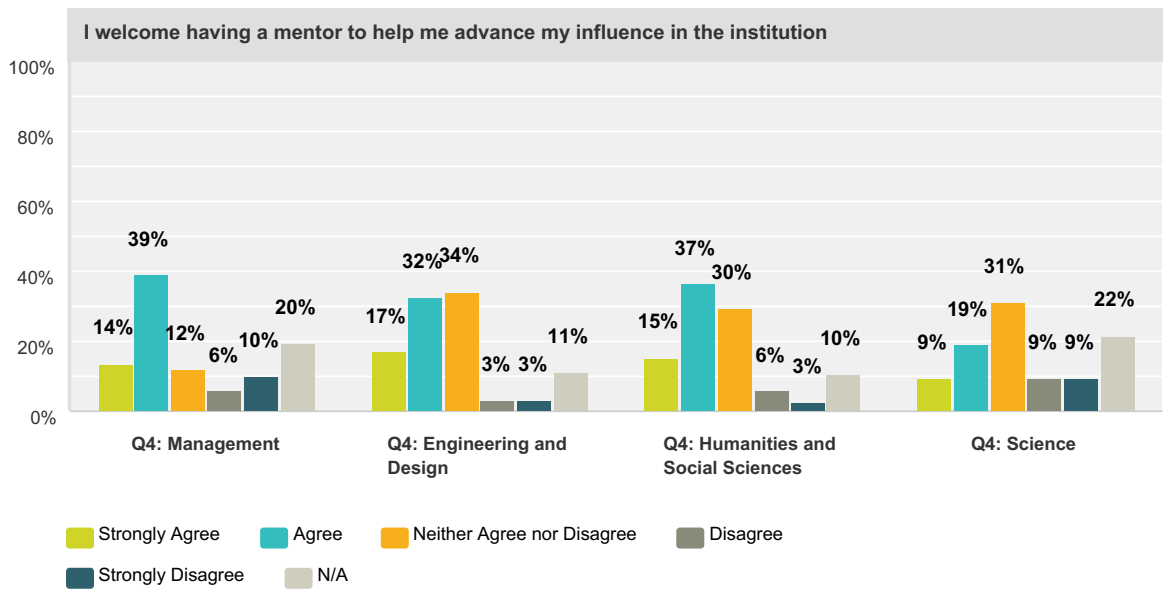
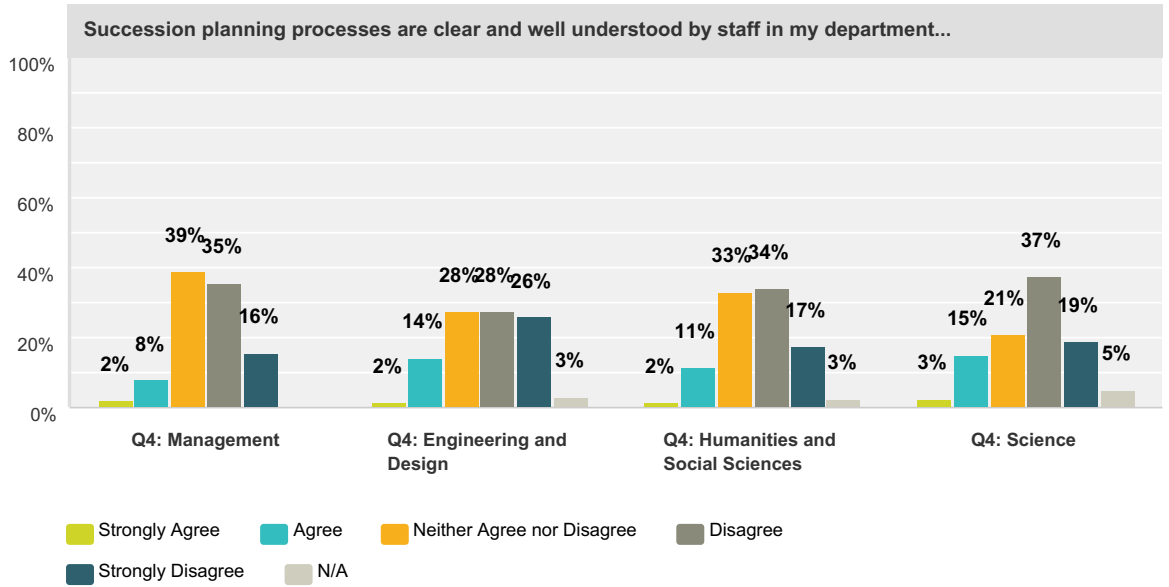
Answered: 348 Skipped: 36



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

Q4: Management	10% 5	43% 22	27% 14	12% 6	8% 4	0% 0	15% 51	2.65
Q4: Engineering and Design	18% 12	48% 31	15% 10	15% 10	2% 1	2% 1	19% 65	2.33
Q4: Humanities and Social Sciences	18% 21	48% 55	23% 26	8% 9	3% 4	0% 0	33% 115	2.30
Q4: Science	36% 42	38% 44	14% 16	9% 10	3% 3	1% 1	33% 116	2.03

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
Q4: Management	14% 7	45% 23	35% 18	0% 0	2% 1	4% 2	15% 51	2.29
Q4: Engineering and Design	26% 17	40% 26	26% 17	5% 3	2% 1	2% 1	19% 65	2.14
Q4: Humanities and Social Sciences	32% 37	38% 44	20% 23	4% 5	3% 3	3% 3	33% 115	2.04
Q4: Science	18% 20	43% 49	26% 30	4% 4	7% 8	3% 3	33% 114	2.38

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
Q4: Management	8% 4	27% 14	41% 21	10% 5	6% 3	8% 4	15% 51	2.77
Q4: Engineering and Design	18% 12	40% 26	31% 20	8% 5	2% 1	2% 1	19% 65	2.33
Q4: Humanities and Social Sciences	11% 13	46% 53	29% 33	9% 10	3% 3	3% 3	33% 115	2.44
Q4: Science	16% 18	41% 47	35% 41	7% 8	0% 0	2% 2	33% 116	2.34

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
Q4: Management	8% 4	27% 14	14% 7	39% 20	12% 6	0% 0	15% 51	3.20
Q4: Engineering and Design	9% 6	28% 18	23% 15	26% 17	12% 8	2% 1	19% 65	3.05
Q4: Humanities and Social Sciences	12% 14	26% 30	20% 23	27% 31	12% 14	2% 2	33% 114	3.01
Q4: Science	10% 11	25% 28	23% 26	22% 25	18% 20	3% 3	32% 113	3.14

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
Q4: Management	8% 4	35% 18	29% 15	20% 10	8% 4	0% 0	15% 51	2.84
Q4: Engineering and Design	15% 10	48% 31	12% 8	18% 12	6% 4	0% 0	19% 65	2.52
Q4: Humanities and Social Sciences	13% 15	31% 35	18% 20	28% 32	8% 9	2% 2	32% 113	2.86
Q4: Science	14% 16	31% 36	21% 24	19% 22	12% 14	3% 3	33% 115	2.84

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
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University Athena SWAN Survey

Q4: Management	2% 1	8% 4	39% 20	35% 18	16% 8	0% 0	15% 51	3.55
Q4: Engineering and Design	2% 1	14% 9	28% 18	28% 18	26% 17	3% 2	19% 65	3.65
Q4: Humanities and Social Sciences	2% 2	11% 13	33% 38	34% 39	17% 20	3% 3	33% 115	3.55
Q4: Science	3% 3	15% 17	21% 24	37% 43	19% 22	5% 6	33% 115	3.59

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
Q4: Management	14% 7	39% 20	12% 6	6% 3	10% 5	20% 10	15% 51	2.49
Q4: Engineering and Design	17% 11	32% 21	34% 22	3% 2	3% 2	11% 7	19% 65	2.36
Q4: Humanities and Social Sciences	15% 17	37% 42	30% 34	6% 7	3% 3	10% 12	33% 115	2.39
Q4: Science	9% 11	19% 22	31% 36	9% 11	9% 11	22% 25	33% 116	2.88

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
Q4: Management	2% 1	31% 16	41% 21	16% 8	6% 3	4% 2	15% 51	2.92
Q4: Engineering and Design	12% 8	34% 22	31% 20	17% 11	6% 4	0% 0	19% 65	2.71
Q4: Humanities and Social Sciences	10% 11	29% 33	42% 48	17% 19	1% 1	3% 3	33% 115	2.70
Q4: Science	9% 10	22% 26	42% 49	17% 20	4% 5	5% 6	33% 116	2.85

Q12 List up to three things that you believe contribute positively to the workplace culture in your department/School (examples of areas you may want to consider are work allocation, social space, social events). If you do not wish to comment please enter n/a.

Answered: 332 Skipped: 52

	Positive workplace culture 1	Positive workplace culture 2	Positive workplace culture 3	Total
Q4: Management	100.00% 49	79.59% 39	71.43% 35	37.05% 123
Q4: Engineering and Design	100.00% 65	78.46% 51	58.46% 38	46.39% 154
Q4: Humanities and Social Sciences	99.09% 109	84.55% 93	66.36% 73	82.83% 275
Q4: Science	100.00% 108	77.78% 84	61.11% 66	77.71% 258
Total Respondents	331	267	212	332

Q13 List up to three actions which you believe would improve the workplace culture in your department/School. If you have no actions please enter n/a.

Answered: 332 Skipped: 52

	Cultural improvement action 1	Cultural improvement action 2	Cultural improvement action 3	Total
Q4: Management	100.00% 49	81.63% 40	59.18% 29	35.54% 118
Q4: Engineering and Design	100.00% 65	70.77% 46	56.92% 37	44.58% 148
Q4: Humanities and Social Sciences	100.00% 110	73.64% 81	62.73% 69	78.31% 260
Q4: Science	100.00% 108	68.52% 74	55.56% 60	72.89% 242
Total Respondents	332	241	195	332

Q14 For the improvement actions you have listed above, what would you do to achieve your desired outcome? (Please provide some solutions for your ideas)

Answered: 280 Skipped: 104

	Cultural improvement solution 1	Cultural improvement solution 2	Cultural improvement solution 3	Total
Q4: Management	100.00% 40	80.00% 32	57.50% 23	33.93% 95
Q4: Engineering and Design	100.00% 54	70.37% 38	59.26% 32	44.29% 124
Q4: Humanities and Social Sciences	100.00% 97	68.04% 66	59.79% 58	78.93% 221
Q4: Science	100.00% 89	70.79% 63	57.30% 51	72.50% 203
Total Respondents	280	199	164	280

Q15 List up to three things that you believe contribute positively to the workplace culture outside of your specific department (examples of areas you may want to consider are mentoring, professional development, learning and teaching support, social space, social events). If you do not wish to comment please enter n/a.

Answered: 325 Skipped: 59

	University positive workplace culture 1	University positive workplace culture 2	University positive workplace culture 3	Total
Q4: Management	100.00% 48	56.25% 27	43.75% 21	29.54% 96
Q4: Engineering and Design	100.00% 63	68.25% 43	46.03% 29	41.54% 135
Q4: Humanities and Social Sciences	100.00% 109	66.97% 73	53.21% 58	73.85% 240
Q4: Science	100.00% 105	56.19% 59	46.67% 49	65.54% 213
Total Respondents	325	202	157	325

Q16 List up to three actions which you believe would improve the culture within the University. If you have no actions please enter n/a.

Answered: 325 Skipped: 59

	University cultural improvement action 1	University cultural improvement action 2	University cultural improvement action 3	Total
Q4: Management	100.00% 48	52.08% 25	50.00% 24	29.85% 97
Q4: Engineering and Design	100.00% 63	65.08% 41	44.44% 28	40.62% 132
Q4: Humanities and Social Sciences	100.00% 109	61.47% 67	51.38% 56	71.38% 232
Q4: Science	100.00% 105	60.95% 64	51.43% 54	68.62% 223
Total Respondents	325	197	162	325

Q17 For the improvement actions you have listed above, what would you do to achieve your desired outcome? (Please provide some of your thoughts which could provide solutions for your ideas)

Answered: 253 Skipped: 131

	University cultural improvement solution 1	University cultural improvement solution 2	University cultural improvement solution 3	Total
Q4: Management	100.00% 37	56.76% 21	51.35% 19	30.43% 77
Q4: Engineering and Design	100.00% 55	58.18% 32	43.64% 24	43.87% 111
Q4: Humanities and Social Sciences	100.00% 83	59.04% 49	49.40% 41	68.38% 173
Q4: Science	100.00% 78	66.67% 52	51.28% 40	67.19% 170
Total Respondents	253	154	124	253

Q18 Please list up to three things which you believe contribute positively in assisting staff with childcare provision.

Answered: 267 Skipped: 117

	Childcare positive contribution 1	Childcare positive contribution 2	Childcare positive contribution 3	Total
Q4: Management	100.00% 35	54.29% 19	48.57% 17	26.59% 71
Q4: Engineering and Design	100.00% 49	55.10% 27	40.82% 20	35.96% 96
Q4: Humanities and Social Sciences	100.00% 101	55.45% 56	43.56% 44	75.28% 201
Q4: Science	100.00% 82	54.88% 45	46.34% 38	61.80% 165
Total Respondents	267	147	119	267

Q19 List up to three actions which you believe would improve the childcare provision at Department and/or University level.

Answered: 246 Skipped: 138

	Childcare improvement action 1	Childcare improvement action 2	Childcare improvement action 3	Total
Q4: Management	100.00% 34	61.76% 21	52.94% 18	29.67% 73
Q4: Engineering and Design	100.00% 46	45.65% 21	39.13% 18	34.55% 85
Q4: Humanities and Social Sciences	100.00% 90	58.89% 53	46.67% 42	75.20% 185
Q4: Science	100.00% 76	48.68% 37	36.84% 28	57.32% 141
Total Respondents	246	132	106	246

Q20 For the childcare improvement actions you have listed above, what would you do to achieve your desired outcome? (Please provide up to three solutions for your ideas)

Answered: 207 Skipped: 177

	Childcare improvement solution 1	Childcare improvement solution 2	Childcare improvement solution 3	Total
Q4: Management	100.00% 30	50.00% 15	46.67% 14	28.50% 59
Q4: Engineering and Design	100.00% 45	44.44% 20	37.78% 17	39.61% 82
Q4: Humanities and Social Sciences	100.00% 72	58.33% 42	54.17% 39	73.91% 153
Q4: Science	100.00% 60	48.33% 29	41.67% 25	55.07% 114
Total Respondents	207	106	95	207

Q21 List up to three things that you believe contribute positively to assisting staff in your department/School with caring responsibilities (e.g. elderly partners/family members).

Answered: 231 Skipped: 153

	Positive caring 1	Positive caring 2	Positive caring 3	Total
Q4: Management	100.00% 30	50.00% 15	43.33% 13	25.11% 58
Q4: Engineering and Design	100.00% 47	48.94% 23	38.30% 18	38.10% 88
Q4: Humanities and Social Sciences	100.00% 82	46.34% 38	37.80% 31	65.37% 151
Q4: Science	100.00% 72	43.06% 31	31.94% 23	54.55% 126
Total Respondents	231	107	85	231

Q22 List up to three actions which you believe would improve the support for staff with caring responsibilities at Department and/or University level.

Answered: 202 Skipped: 182

	Caring improvement action 1	Caring improvement action 2	Caring improvement action 3	Total
Q4: Management	100.00% 28	53.57% 15	53.57% 15	28.71% 58
Q4: Engineering and Design	100.00% 40	37.50% 15	35.00% 14	34.16% 69
Q4: Humanities and Social Sciences	100.00% 72	50.00% 36	43.06% 31	68.81% 139
Q4: Science	100.00% 62	45.16% 28	37.10% 23	55.94% 113
Total Respondents	202	94	83	202

Q23 For the caring improvement actions you have listed above, what would you do to achieve your desired outcome? Please provide up to three solutions for your ideas.

Answered: 182 Skipped: 202

	Caring improvement solution 1	Caring improvement solution 2	Caring improvement solution 3	Total
Q4: Management	100.00% 25	60.00% 15	56.00% 14	29.67% 54
Q4: Engineering and Design	100.00% 40	40.00% 16	37.50% 15	39.01% 71
Q4: Humanities and Social Sciences	100.00% 62	53.23% 33	45.16% 28	67.58% 123
Q4: Science	100.00% 55	47.27% 26	38.18% 21	56.04% 102
Total Respondents	182	90	78	182

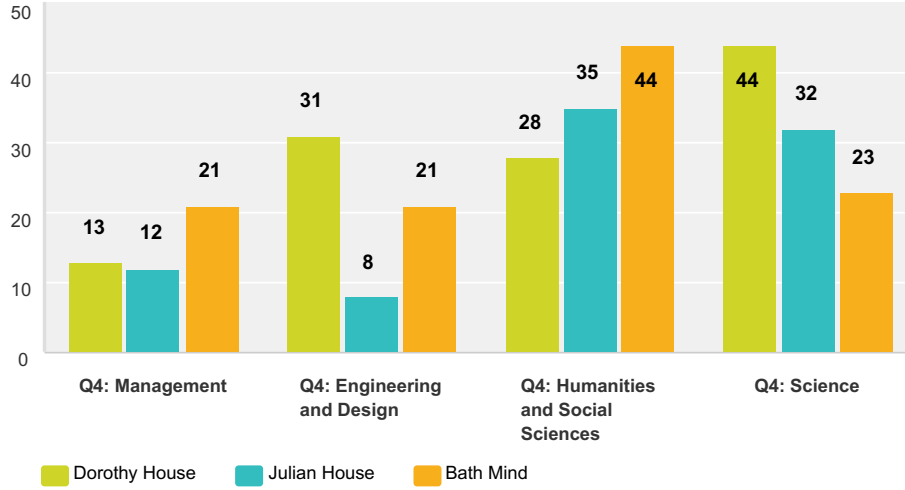
Q24 Final Question - If there is anything else that you would like to tell us about the climate and culture here at Bath please use this space

Answered: 147 Skipped: 237

	Final Question - If there is anything else that you would like to tell us about the climate and culture here at Bath please use this space	Total
Q4: Management	100.00% 23	15.65% 23
Q4: Engineering and Design	100.00% 25	17.01% 25
Q4: Humanities and Social Sciences	100.00% 46	31.29% 46
Q4: Science	100.00% 53	36.05% 53
Total Respondents	147	147

Q25 Remember, for every survey submitted the University donates £1.00 to charity. Please choose between the following charities

Answered: 312 Skipped: 72



	Dorothy House	Julian House	Bath Mind	Total
Q4: Management	28.26% 13	26.09% 12	45.65% 21	14.74% 46
Q4: Engineering and Design	51.67% 31	13.33% 8	35.00% 21	19.23% 60
Q4: Humanities and Social Sciences	26.17% 28	32.71% 35	41.12% 44	34.29% 107
Q4: Science	44.44% 44	32.32% 32	23.23% 23	31.73% 99
Total Respondents	116	87	109	312