



# Staff Survey

## Gender Equality Athena SWAN



Survey of academic, professional and technical staff within the Department of Applied Sciences, UWE, Bristol, September 2019



### 88%

(n=83) of staff agree or strongly agree that their working environment is friendly compared to 86% in 2016 and 82% in 2013



### 73%

(n=69) agree or strongly agree that staff successes are publicly acknowledged compared to 66% of staff in 2016



### 90%

(n=85) agree or strongly agree that colleagues are cooperative compared to 85% of staff in 2016 and 82% in 2013

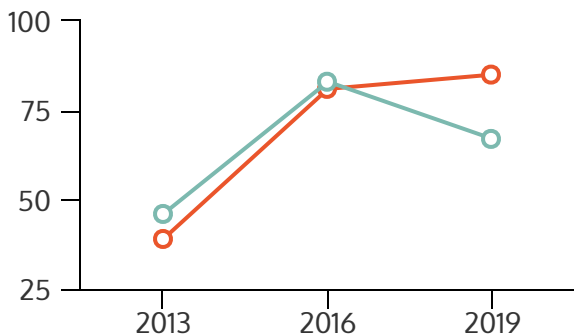
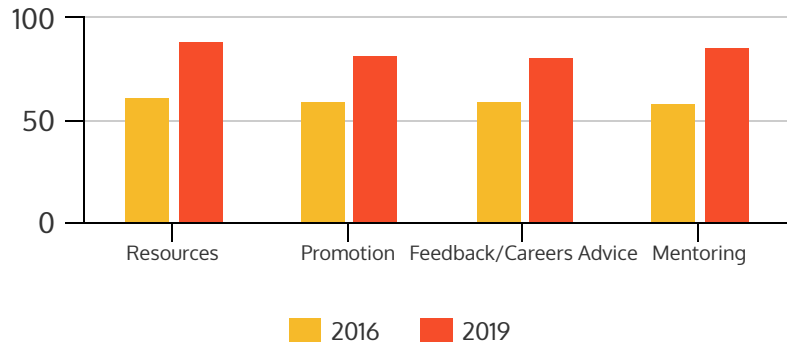


### 72%

(n=65) of staff agree or strongly agree that departmental communication is good, compared to 61% in 2016 and 39% in 2013.



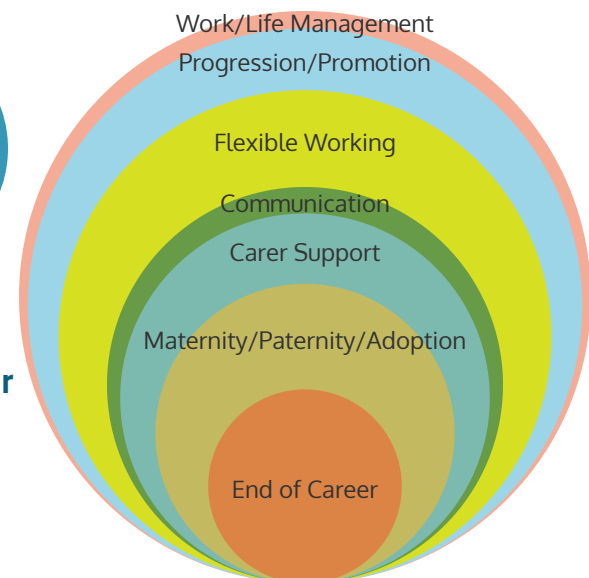
The majority of staff see no difference in the treatment of female and male staff in regards to...



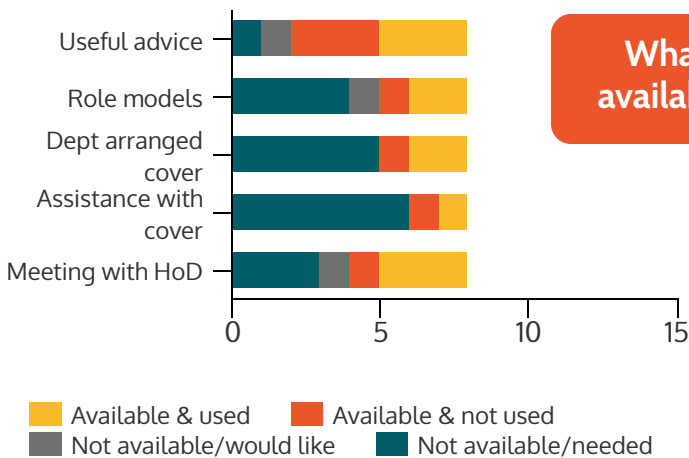
- Aware of Athena SWAN in the Department
- Aware of Athena SWAN at the University

Since 2013, awareness of Athena SWAN at department level has increased by over 45%.

### What would be your priority areas for Athena SWAN and the department moving forwards?

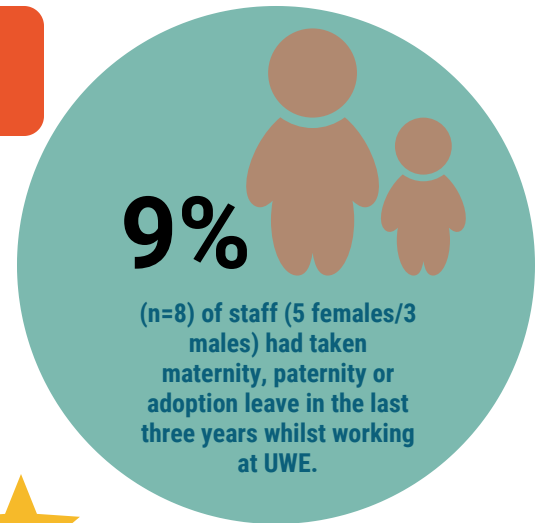


# Career Breaks and Responsibilities



## What support was available beforehand?

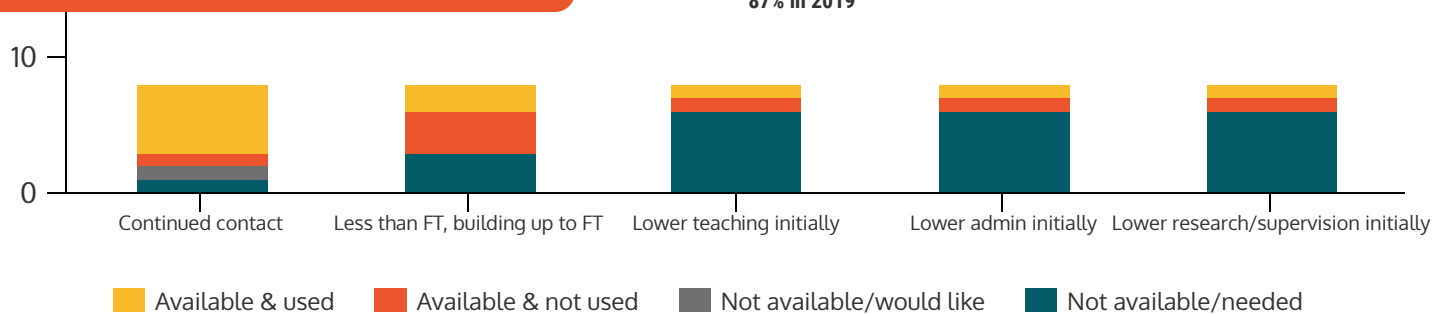
62% found it very easy or easy to return to work, an increase from 55% in 2016.



Support from colleagues on return had increased from 56% in 2016 to 87% in 2019



## What support was available to help you transition back to work?



**6%** (n=6) of staff (3 female/3 males) are planning for the end of their career/retirement in the next three years.

- 100% of staff in 2019 are planning to, or aware that they could, use phased/flexible retirement.
- 6 out of 6 are aware of access to advice, an increase from 3 in 5 in 2016.
- 100% would like or are aware they can have a meeting with the HoD to discuss the practicalities, an increase from 4 in 5 in 2016.

In 2016 we asked staff for the first time about planning for the end of their careers, as well as any career breaks in the last three years. We repeated this in 2019.

**56%**  
**20%**

(n=54) of staff (31 females/22 males) are parents.

(n=23) of staff (11 females/12 males) provide care for their partner or other adults, either now or in the last three years.



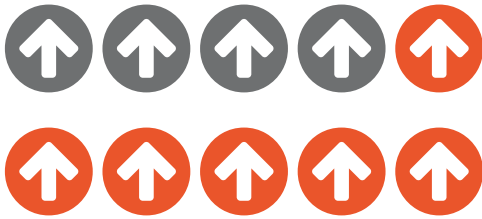
95% (n=71) of staff are now able to ask for time off at short notice, within leave allocation, without the need to give a reason compared to 81% in 2016 and 56% in 2013.



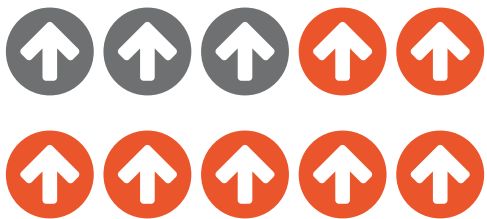
99% (n=87) of staff now have flexibility in their hours/days worked/work pattern compared to 91% in 2016 and 79% in 2013.

82% (n=74) are able to carry out home/remote working compared to 94% in 2016 and 73% in 2013.

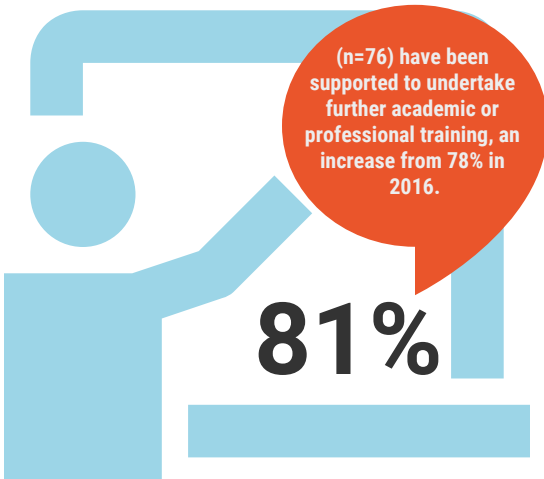
# Support and progression



68% (n=64) of staff agree that senior department colleagues are supportive. There has been no change since 2016, and it compares to 47% in 2013. 78% of female staff agree, compared to 61% of male staff.



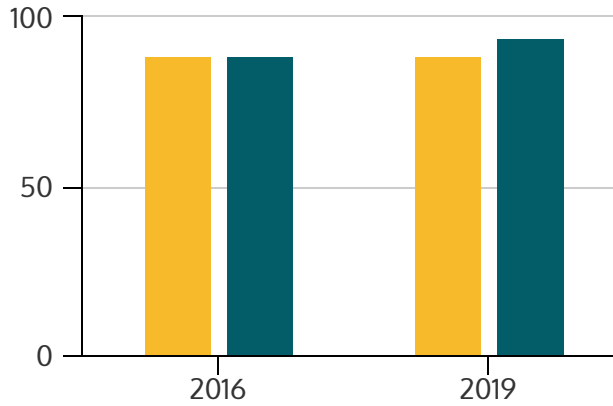
61% (n=36) of staff agree that senior department colleagues are accessible, compared to 58% in 2013. 72% of female staff agree, compared to 58% of male staff.



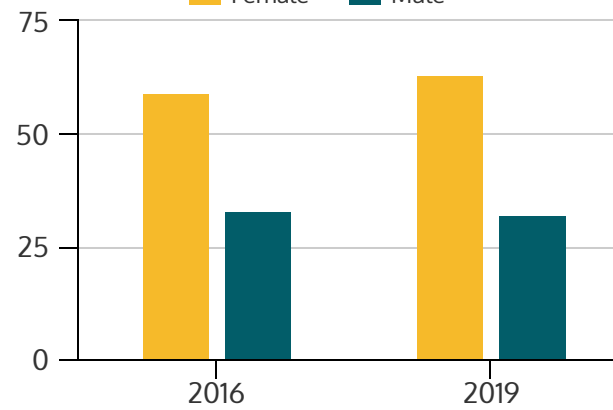
(n=76) have been supported to undertake further academic or professional training, an increase from 78% in 2016.



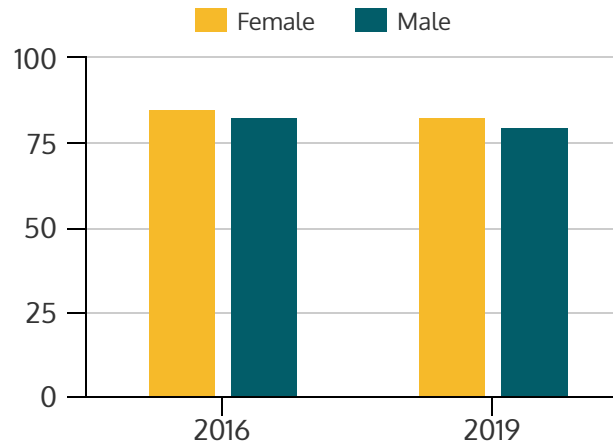
(n=69) have been encouraged to undertake activities that contribute to their career compared to 67% in 2016 and 31% of staff 2013.



**91%**  
(n=78) have been appraised regularly in the last three years compared to 88% in 2016 and 68% of staff in 2013.



**47%**  
(n=38) see their appraisal (PDR) as useful and professionally valuable compared to 49% in 2016 and 35% in 2013.



**77%**  
(n=73) agree or strongly agree that they have a supportive line manager compared to 77% in 2016 and 76% in 2013.

Since 2016, fewer staff are reporting a culture of long working hours (33%) and an over heavy teaching load (48%) as detrimental to their careers to date, but along with absence of mentoring (42%) and over heavy admin load (50%) these continue to be problematic issues.

# Equality in the department

96% females

97% males

**97%**  
(n=82) are aware of or have participated in equality and diversity training compared to 88% in 2016 and 46% in 2013.



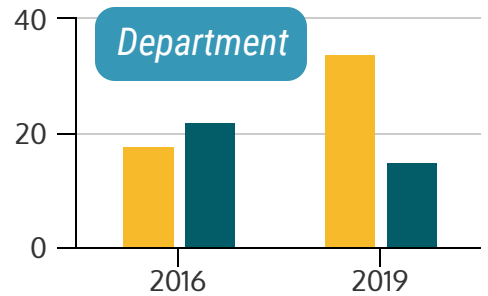
54% (n=37) agreed or strongly agreed that knowledge exchange (including public engagement) are valued in the department, compared to 46% in 2016.



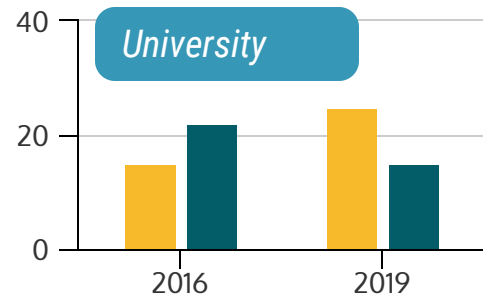
25% (n=22) of staff now feel they are personally benefitting from Athena SWAN, at the department level, an increase from 19% in 2016.

21% (n=18) of staff now feel they are personally benefitting from Athena SWAN, at the university level, an increase from 17% in 2016.

In 2016 more male than female staff felt they were personally benefitting from Athena SWAN. There has been an increase in female staff who feel they are benefitting.



Female Male



Female Male

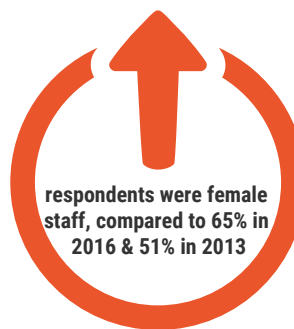
## Notes:

The 2019 staff survey was sent to all academic staff within the department. The survey was also sent to all associate lecturers with contracts above 0.2 FTE.

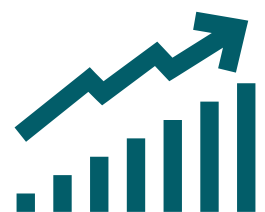
The survey was sent to all technical staff who spend at least a proportion of their time working with the department. The survey was sent to all professional staff who work in the faculty, those who spend at least a proportion of their time working with the department were asked to 'opt-in' to the survey. The survey was distributed to 149 staff specifically, with an approximate response rate of 74% (n=111).

A series of new questions were introduced in 2016 and repeated in 2019, which do not allow for comparison to the 2013 staff survey. Further information on gender equality activities in the Department of Applied Sciences can be found at: <https://www1.uwe.ac.uk/hls/bbas/aboutus/supportinggoodpractise.aspx>

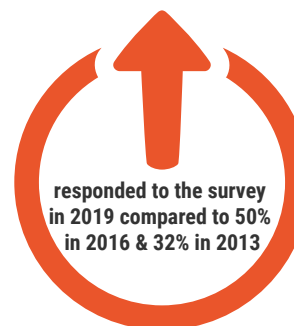
**56%**



Engagement from academic staff increased in 2019 to 70% compared to 58% in 2016.



**74%**



30% (n=30) of respondents were technical/professional staff, compared to 42% in 2016 and 0% in 2013.

