



# Staff Survey

## Athena SWAN

Survey of academic, professional and technical staff within the Department of Applied Sciences, UWE, Bristol, September 2016.



**86%**  
(n=51) agree or strongly agree that the working environment of the department is friendly compared to 82% of staff in 2013



**73%**  
(n=43) agree or strongly agree that staff successes are publicly acknowledged compared to 34% of staff in 2013



**85%**  
(n=50) agree or strongly agree that colleagues are cooperative compared to 82% of staff in 2013



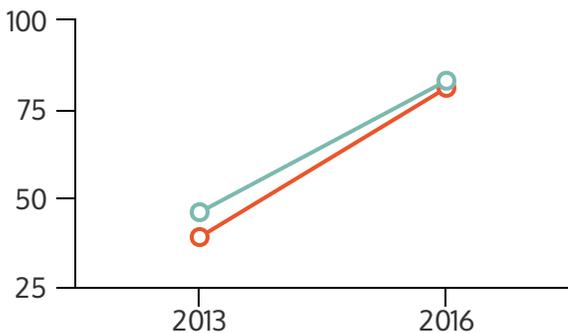
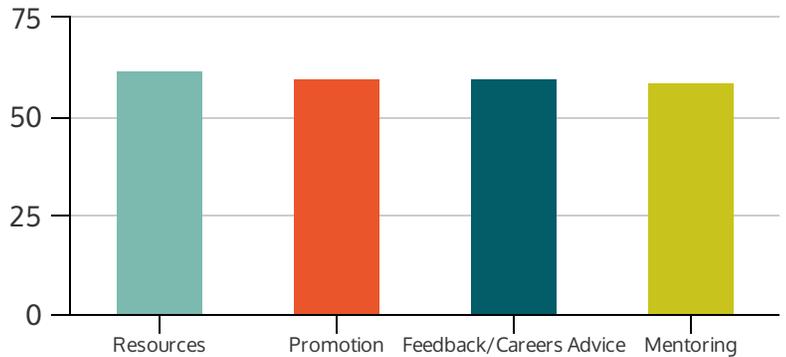
**61%**



(n=36) of staff agree or strongly agree that departmental communication is good, compared to 39% in 2013.



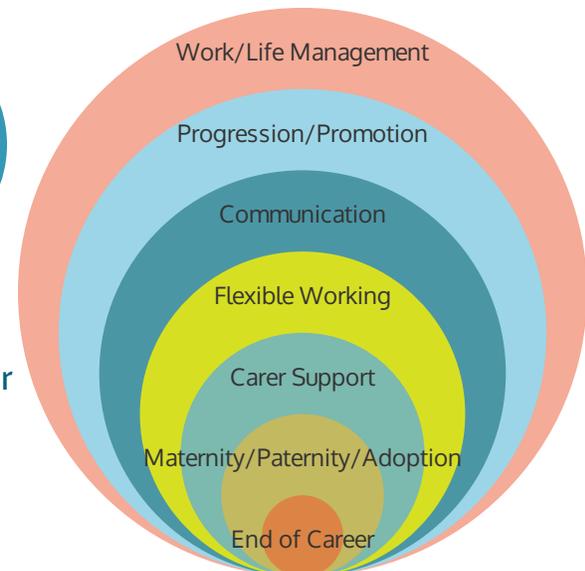
The majority of staff see no difference in the treatment of female and male staff in regards to...



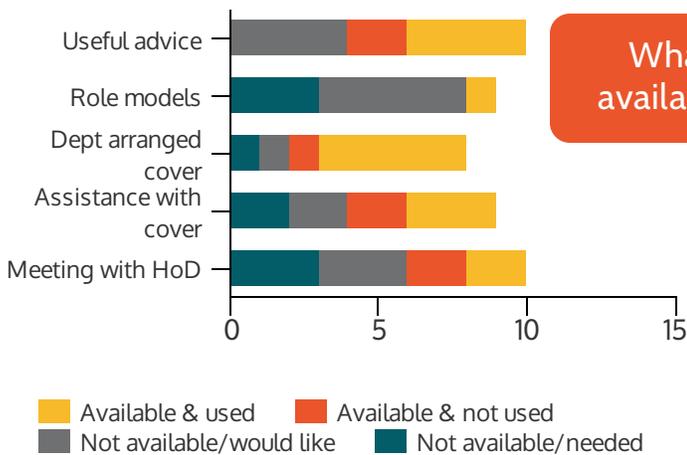
○ Aware of Athena SWAN in the Department  
 ○ Aware of Athena SWAN at the University

Since 2013, awareness of Athena SWAN at department level has increased by over 40%

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



# Career Breaks and Responsibilities

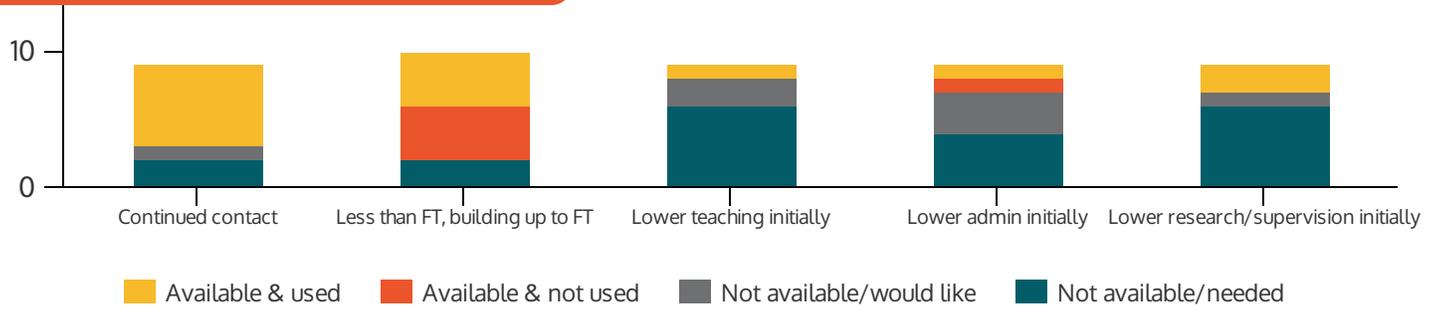


**17%**

(n=10) of staff (7 females/3 males) had taken maternity, paternity or adoption leave in the last three years whilst working at UWE.

5 out of 10 found it very easy or easy to return to work, 2 people found it difficult.

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



**8%** (n=5) of staff (1 female/4 males) are planning for the end of their career/retirement in the next three years.

- 4 out of 5 are planning or willing to consider phased/flexible retirement.
- 3 out of 5 are aware of access to advice and role models, 2 are not aware of this support and would like this.
- 4 out of 5 would like a meeting with the HoD to discuss the practicalities.

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.

**65%** (n=38) of staff (23 females/15 males) are parents, with 29 of those staff having children aged under 16.

**23%** (n=14) of staff (9 females/5 males) provide care for their partner or other adults, either now or in the last three years.

81% (n=49) 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 56% in 2013.

91% (n=53) of staff now have flexibility in their hours/days worked/work pattern compared to 79% in 2013.

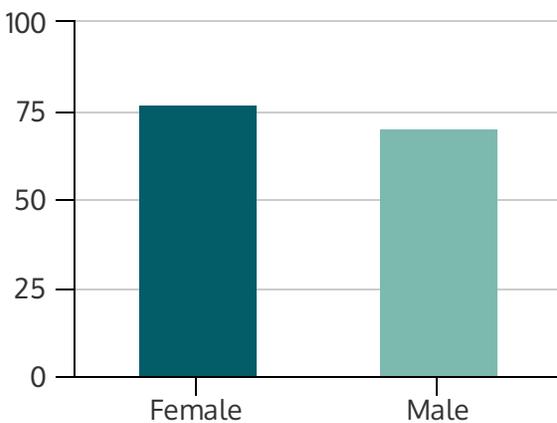
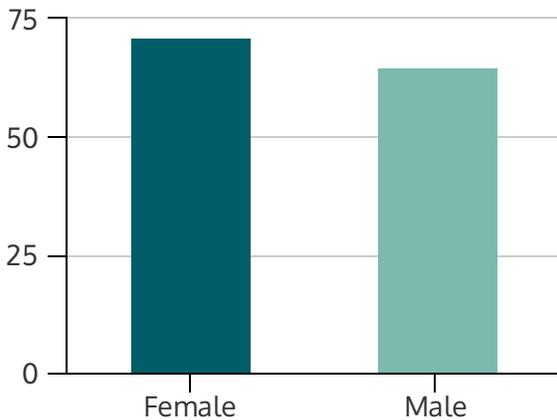
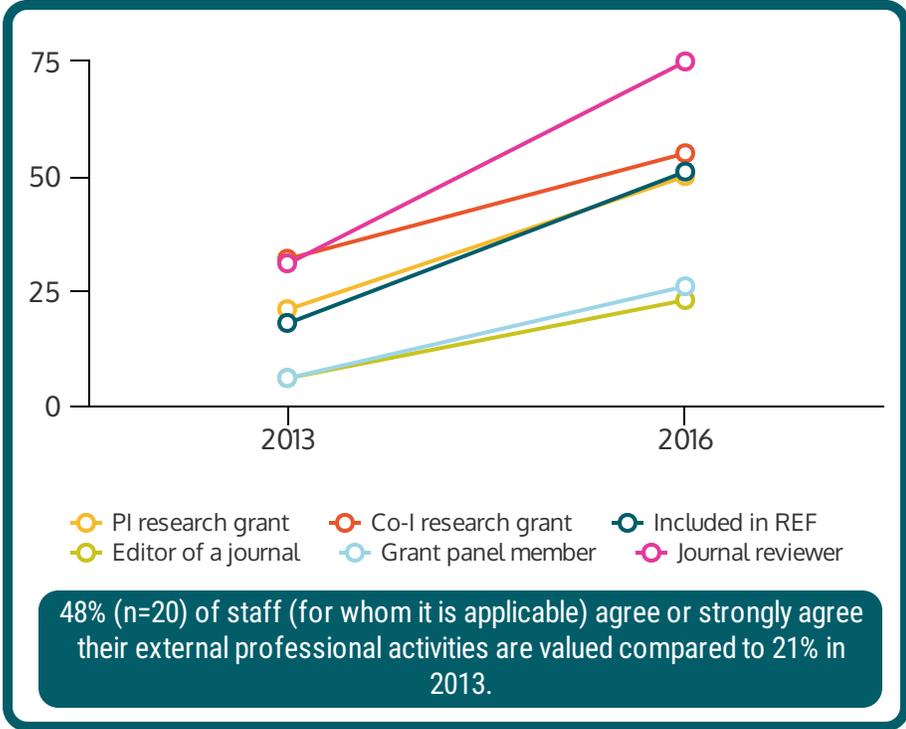
94% (n=45) (for whom it is applicable) are able to carry out home/remote working compared to 73% in 2013.

# Training and Development



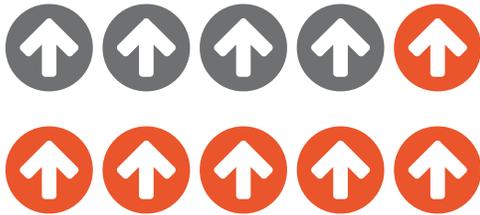
85% (n=49) of staff are now aware of or have participated in management, mentoring or supervision training compared to 53% in 2013.

74% (n=43) of staff are now aware of or have participated in people management and communication training compared to 59% in 2013.

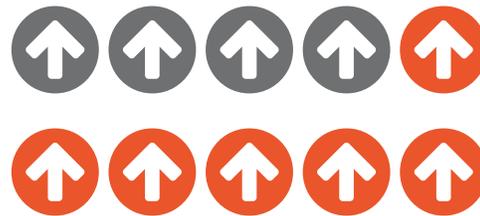


In 2016 we asked for the first time about external examining, HEA Fellowships and how the department values public engagement activities, as well as a number of other new questions.

# Support and progression



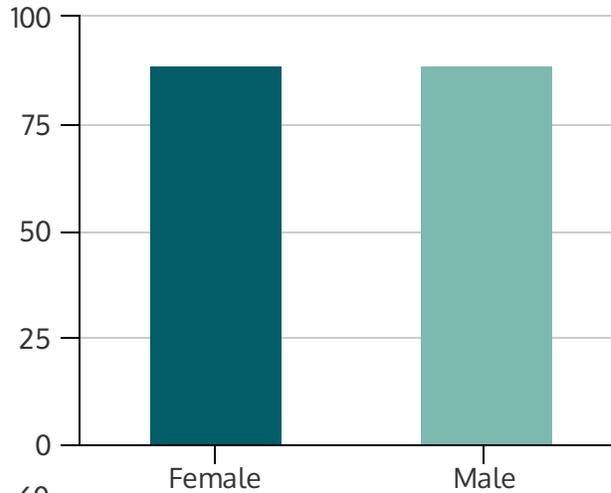
68% (n=40) of staff agree that senior department colleagues are supportive, compared to 47% in 2013. 78% of female staff agree, compared to 61% of male staff.



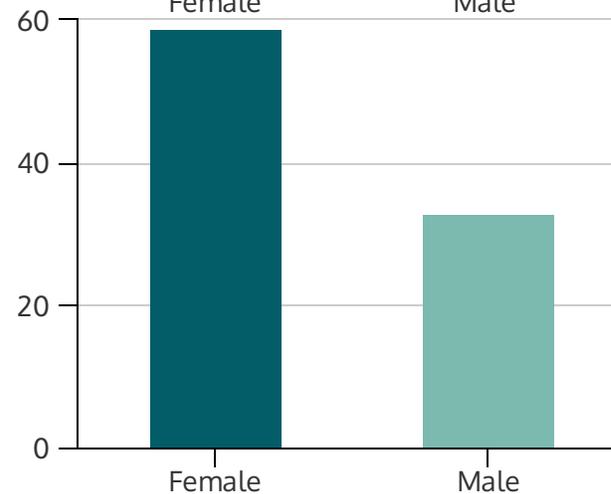
61% (n=36) of staff agree that senior department colleagues are accessible, compared to 58% in 2013. 72% of female staff agree, compared to 58% of male staff.



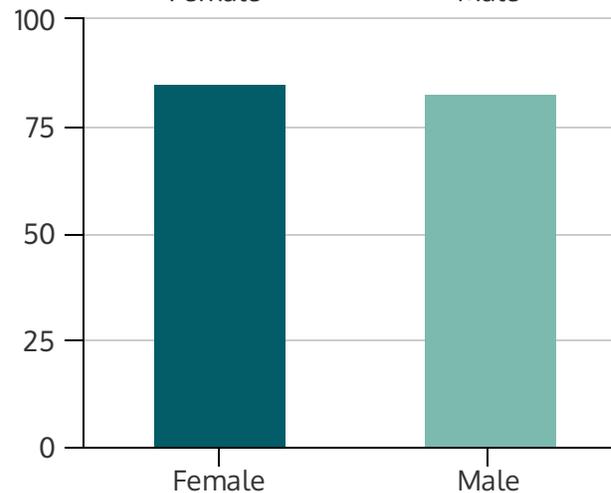
Awareness of both promotion criteria and promotion processes has increased by over 20% since 2013, at similar rates for both female and male staff.



**88%**  
(n=53) have been appraised regularly in the last three years compared to 68% of staff in 2013.



**49%**  
(n=29) see their appraisal (PDR) as useful and professionally valuable compared to 35% in 2013.



**81%**  
(n=48) agree or strongly agree that they have a supportive line manager compared to 76% in 2013.



Staff continue to see absence of mentoring (37%), limited job opportunities (55%), a culture of long working hours (39%), high teaching loads (30%) and heavy administrative loads (45%) as detrimental to their careers to date.

# Equality in the department

74% females

66% males

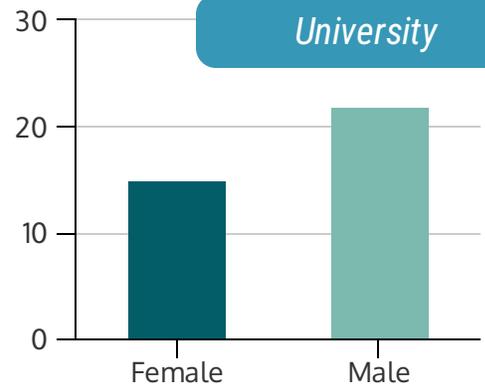
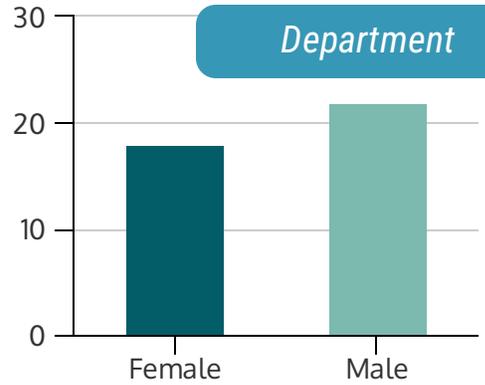
**88%**

(n=41) are aware of or have participated in equality and diversity training compared to 46% in 2013.



Under 20% of staff feel they are personally benefitting from Athena SWAN, at either the department or university level.

More male than female staff feel they are personally benefitting from Athena SWAN at both the department and university level!



46% (n=27) agreed or strongly agreed that knowledge exchange (including public engagement) are valued in the department.

## Notes:

The 2016 staff survey was sent to all academic staff within the department.

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.

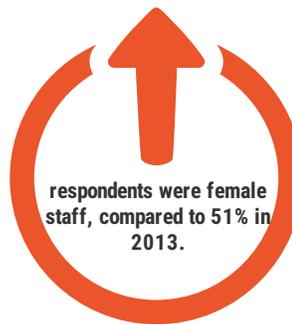
The survey was distributed to 119 staff specifically, with an approximate response rate of 50% (n=60).

The survey was also sent to all associate lecturers with contracts above 0.2 FTE. As only one associate lecturer completed this survey, their data has been reported separately.

A series of new questions were introduced in 2016, which do not allow for comparison to the 2013 staff survey.

The 2013 survey also included PhD students, who were included in a separate survey in 2016.

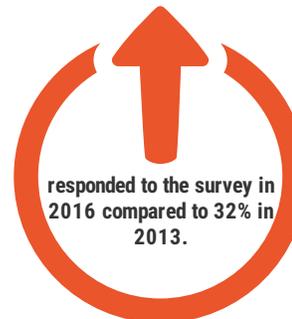
**65%**



21% (n=12) respondents were technical staff, compared to 17% in 2013.



**50%**



21% (n=12) respondents were professional staff, compared to 0% in 2013.

