

Staff Athena Swan Survey 2021

Overall, 62 respondents completed this questionnaire, across all staff grades.
The report has been filtered to show the responses for 'All Respondents'.
Free text comments will be dealt with separately and have been removed from this report.

(Q1 Do you give consent for your data to be used for the above purposes?)

Yes (61)

No (1)

(Q2 Are you aware of Athena Swan? (tick all that apply))

Yes - at the Institute level (52)

Yes - at the University level (43)

No (-)

Prefer not to answer (-)

(Q3 I understand what Athena Swan is trying to achieve in my Institute)

Yes (58)

No (3)

Prefer not to answer (-)

(Q4 Have you visited the Athena Swan webpage and seen the cycle of business, annual report, survey summaries?)

No (32)

Yes (29)

Prefer not to answer (-)

(Q7 How long have you worked at the Rowett Institute?)

>10 years (35)

7-10 years (9)

<1 year (6)

1-3 years (5)

4-6 years (5)

Prefer not to answer (1)

(Q8 What is your current role?)

Research Technician (10)

Prefer not to answer (10)

Professional service support (admin, technical) (all grades) (8)

Research assistant (grade 5) (6)

Research Fellow (grade 6) (6)

Research assistant (grade 6) (5)

Research Fellow (grade 7) (4)

Senior Research Fellow (grade 8) (4)

Professor (grade 9) (3)

Lecturer - Teaching and Research (grade 7) (2)

Reader (grade 8) (2)

Senior Lecturer - Teaching and Research (grade 8) (1)

(Q9 How would you describe your current contract?)

Open ended (no fixed end date) (51)

Open ended but funding/activity limited (eg research grant funded, lasting more than 9 months with fixed end date) (5)

Fixed term (9 months or less) (2)

Prefer not to answer (3)

(Q10 How long have you been in your current grade?)

6-10 years (22)

More than 10 years (13)

1-3 years (9)

Prefer not to answer (8)

4-5 years (6)

< 1 year (3)

(Q11 When you started at the Rowett Institute, did you receive the institute induction?)

Yes - it was useful (37)

No (10)

Unsure (7)

Yes - but I didn't find it useful (4)

Prefer not to answer (3)

(Q12 If you started at the Rowett within the last 5 years, did you have a mentor/trainer during your probation period?)

Not applicable (45)

No (12)

Yes (4)

Prefer not to answer (-)

(Q13 I found my probationary mentor/trainer useful?)

Yes (4)

No (-)

Prefer not to answer (-)

(Q14 I am recognised for my contributions in)

(Research)

Agree (25)

Strongly agree (11)

Neutral (11)

Disagree (7)

Not applicable (4)

Strongly disagree (2)

Prefer not to answer (1)

(Administration (including internal committees))

Neutral (24)
Agree (14)
Not applicable (10)
Disagree (8)
Strongly disagree (3)
Strongly agree (1)
Prefer not to answer (1)

(Teaching)

Not applicable (20)
Neutral (18)
Agree (10)
Disagree (7)
Strongly disagree (4)
Strongly agree (1)
Prefer not to answer (1)

(School outreach and widening access)

Not applicable (31)
Neutral (16)
Agree (5)
Disagree (3)
Strongly disagree (3)
Prefer not to answer (2)
Strongly agree (1)

(Knowledge exchange, public engagement and work with stakeholders)

Neutral (23)
Not applicable (19)
Agree (12)
Strongly agree (2)
Disagree (2)
Strongly disagree (2)
Prefer not to answer (1)

(Promoting equality and diversity)

Neutral (25)
Not applicable (19)
Agree (9)
Strongly disagree (4)
Disagree (2)
Strongly agree (1)
Prefer not to answer (1)

(Pastoral care)

Neutral (26)
Not applicable (13)
Agree (12)

Disagree (5)
Strongly disagree (3)
Strongly agree (1)
Prefer not to answer (1)

(Reviewing papers/grants)

Not applicable (26)
Neutral (17)
Agree (8)
Disagree (4)
Strongly disagree (3)
Strongly agree (2)
Prefer not to answer (1)

(Sitting on external committees)

Not applicable (38)
Neutral (12)
Strongly disagree (3)
Strongly agree (2)
Agree (2)
Disagree (2)
Prefer not to answer (2)

(Influencing policy)

Not applicable (33)
Neutral (17)
Agree (4)
Prefer not to answer (3)
Strongly disagree (2)
Strongly agree (1)
Disagree (1)

Q15 I am happy with my workload

Yes (42)
No (18)

Q16 I feel under pressure to work long hours (tick all that apply)

Yes – self driven (19)
Yes – employer driven (12)
Neutral (16)
No (20)
Prefer not to answer (1)

Q17 Are you content with how your workload is split over administration, research and teaching roles? (tick all that apply))

Yes (24)
Not applicable (13)
Neutral (11)

No - I have too much teaching/students supervision (8)

No - I have too much administration (8)

No - I have too much research (3)

No - I have too much knowledge exchange (1)

Prefer not to answer (-)

(Q18 The Rowett has a supportive attitude to flexible working?)

Agree (32)

Strongly agree (19)

Neutral (6)

Disagree (2)

Don't know (1)

Prefer not to answer (1)

Strongly disagree (-)

(Q19 Do you have a flexible working arrangement with your line manager?)

Yes (37)

No (23)

Prefer not to answer (1)

(Q21 Are communications from the management team at the Rowett Institute effective?)

Yes (28)

Sometimes (26)

No (6)

Prefer not to answer (1)

(Q22 Are communications from the staff to the management team at the Rowett Institute effective?)

Yes (25)

No (8)

Sometimes (24)

Prefer not to answer (4)

(Q24 Successes and achievements are celebrated in my Institute.)

Strongly agree (11)

Agree (27)

Neutral (16)

Disagree (4)

Prefer not to answer (2)

Strongly disagree (1)

(Q25 Have meetings during the COVID pandemic been held regularly, using an appropriate forum, and at times that make it possible for you to attend?)

Yes - Always (25)

Sometimes - majority of meetings (26)

Sometimes - a few meetings (7)

No - never (2)

Prefer not to answer (1)

(Q27 Are you aware that the Rowett Institute now has family support advisors?)

Yes (49)

No (12)

Prefer not to answer (-)

(Q29 I had an annual review (formerly called appraisal).)

In the last 12 months (47)

In the last 24 months (7)

Longer than 24 months ago (-)

I have never had an annual review and started work less than 12 months ago (4)

I have never had an annual review and started work more than 12 months ago (-)

Prefer not to answer (3)

(Q30 My career progression and how the promotions process works in my institute was usefully discussed in my annual review.)

Yes (33)

No (15)

Prefer not to answer (13)

(Q31 The opportunities for staff development, including mentoring were usefully discussed in my annual review.)

Yes (37)

No (15)

Prefer not to answer (9)

(Q32 My workload is usefully discussed in my annual review (max 250 words).)

Yes (46)

No (7)

Prefer not to answer (8)

(Q34 I have a good understanding of the promotion process and the associated criteria)

Agree (30)

Neutral (19)

Disagree (5)

Don't know (4)

Prefer not to answer (3)

(Q35 Are you aware of the criteria for the two different promotion pathways for academic and research assistants/technical staff?)

Yes (46)

No (13)

Prefer not to answer (2)

(Q36 Do you require training on the promotion process?)

Yes (6)

No - already attended a training (12)

No - I do not require any training (24)

Neutral (15)

Prefer not to answer (4)

(Q37 I think the promotion process is transparent.)

Agree (12)

Neutral (20)

Disagree (16)

Don't know (12)

Prefer not to answer (1)

(Q39 If you have applied within the last 5yrs, what is your experience with the promotion process at the Rowett?)

I applied and received good support in preparing the application (4)

I applied and received inadequate support in preparing the application (4)

I applied but did not seek support for preparing for the application (1)

I have not made an application for promotion (46)

Prefer not to answer (6)

(Q40 If you applied for promotion in the last 5yrs, was the feedback after the application useful?)

Yes (-)

Of some use (2)

No (3)

Did not receive feedback (4)

Not applicable (49)

Prefer not to answer (3)

(Q41 If you have applied for promotion, what motivated your decision? Tick all that apply)

Manager/PI/Institute director (7)

Self-motivated (10)

Peer (2)

Not applicable (49)

(Q42 If you haven't put yourself forward for promotion in the last five years, what is the reason? (tick all that apply))

Lack of support (10)

Lack of information (3)

Lack of confidence (12)

I am working towards future promotion application (16)

Not applicable (27)

Prefer not to answer (7)

(Q44 Are you aware of the University mentoring scheme?)

Yes (58)

No (3)

Prefer not to answer (-)

(Q45 Are you aware of the Rowett mentoring advisor who may help you to find a mentor?)

Yes (33)

No (27)

Prefer not to answer (1)

(Q46 If you have/had a career-mentor via the University mentoring scheme, did you find it useful?)

Yes (5)

No (4)

Not applicable (52)

Prefer not to answer (-)

(Q47 Which of the following training events have you attended in the past 5 years and did you find it useful?)

(Grant writing)

Yes - it was useful (11)

Yes - it was not useful (2)

Did not attend (11)

Not applicable (34)

Prefer not to answer (3)

(Teaching & Learning in Higher Education (2 day course))

Yes - it was useful (9)

Yes - it was not useful (0)

Did not attend (15)

Not applicable (34)

Prefer not to answer (3)

(Principal Investigator training (2 day course))

Yes - it was useful (3)

Yes - it was not useful (1)

Did not attend (18)

Not applicable (36)

Prefer not to answer (3)

(International Leadership and Development Programme (ILDPP))

Yes - it was useful (0)

Yes - it was not useful (0)

Did not attend (25)

Not applicable (33)

Prefer not to answer (3)

(PhD supervision)

Yes - it was useful (8)

Yes - it was not useful (2)

Did not attend (14)

Not applicable (33)

Prefer not to answer (4)

(Other)

Yes - it was useful (16)

Yes - it was not useful (2)

Did not attend (5)

Not applicable (35)

Prefer not to answer (3)

(Q48 Are you aware of the University Grant Academy scheme to provide support for grant applications?)

Yes (31)

No (7)

Not applicable (23)

Prefer not to answer (-)

(Q49 If yes, have you used it and was it useful?)

Yes, it was useful (13)

Yes, it was not useful (-)

I have not used it (35)

(Q50 Are you aware of the School of Medicine, Medical Sciences and Nutrition's policy for family support for scientific conferences?)

Yes (41)

No (19)

Prefer not to answer (1)

(Q51 If yes, have you used it?)

Yes (-)

No (21)

I have not used it (28)

(Q53 What is your perception of the equality of treatment in the Rowett Institute with respect to the following?)

(Promotion)

Women are significantly disadvantaged (2)

Women are slightly disadvantaged (6)

No gender difference (40)

Men are slightly disadvantaged (6)

Men are significantly disadvantaged (-)

Prefer not to answer (6)

(Access to career development opportunities)

Women are significantly disadvantaged (1)
Women are slightly disadvantaged (4)
No gender difference (48)
Men are slightly disadvantaged (-)
Men are significantly disadvantaged (-)
Prefer not to answer (6)

(Laboratory and office space)

Women are significantly disadvantaged (-)
Women are slightly disadvantaged (-)
No gender difference (53)
Men are slightly disadvantaged (-)
Men are significantly disadvantaged (-)
Prefer not to answer (6)

(Access to administrative support)

Women are significantly disadvantaged (-)
Women are slightly disadvantaged (-)
No gender difference (53)
Men are slightly disadvantaged (-)
Men are significantly disadvantaged (-)
Prefer not to answer (6)

(Q54 University management actively promotes a positive culture in relation to equality and diversity.)

Strongly agree (26)
Agree (29)
Neutral (4)
Disagree (-)
Strongly disagree (-)
Don't know (2)
Prefer not to answer (-)

(Q55 Rowett Institute management actively promotes a positive culture in relation to equality and diversity.)

Strongly agree (23)
Agree (26)
Neutral (4)
Disagree (1)
Strongly disagree (2)
Don't know (5)
Prefer not to answer (-)

(Q56 Do you consider yourself to have any disability or health challenges?)

Yes (5)
No (50)
Prefer not to answer (4)

(Q57 If yes, do you feel suitably supported in the workplace?)

Yes (2)

No (2)

Prefer not to answer (1)

(Q59 I identify as a)

Woman (including trans-woman) (32)

Man (including trans-man) (21)

Prefer not to answer (8)

(Q67 Have you attended a seminar or training regarding unconscious bias in the last 2 years?)

Yes (52)

No (7)

Don't know (2)

Prefer not to answer (-)

(Q68 Do you have any caring responsibilities (children, parents, partner?)

Yes (24)

No (33)

Prefer not to answer (4)

(Q69 Who do you care for? (tick all that apply))

Pre-school child(ren) (-)

Primary school child(ren) (8)

Secondary school child(ren) (12)

Partner (1)

Parent(s) (4)

Sibling(s) (1)

Prefer not to answer (2)

(Q70 Which of the following best describes the regularity of your caring responsibilities?)

Everyday (19)

Several days a week (4)

Several days a month (-)

Several days a year (-)

Prefer not to answer (1)

(Q71 Which of the following best describes the help available to you?)

I am the sole carer (2)

I have some help, but the major share of care responsibilities is mine (1)

I share care responsibilities equally with someone else (17)

I contribute some help, but the major share of care responsibilities is someone else's (2)

Prefer not to answer (2)

(Q72 Which of the following best describes the impact of caring on your work responsibilities?)

- Sporadic - usually manageable (11)
- Sporadic - sometimes difficult to manage (1)
- Sporadic - often difficult to manage (-)
- Continual - usually manageable (10)
- Continual - sometimes difficult to manage (1)
- Continual - often difficult to manage (-)
- Prefer not to answer (1)

(Q73 Do you think the new University homeworking policy will give you more flexibility and help with your caring responsibilities?)

- Yes (31)
- No (5)
- Not appropriate for my work (19)

(Q75 Do you think Inclusion of Athena Swan news in the fortnightly institute newsletter promotes the values of Athena Swan in the Institute?)

- Yes (51)
- No (7)
- Prefer not to answer (3)

(Q76 Inclusion of Athena Swan news in the fortnightly institute newsletter highlights social activities and provides additional notification of staff development opportunities?)

- Strongly agree (24)
- Agree (27)
- Neutral (8)
- Disagree (2)
- Strongly disagree (-)
- Prefer not to answer (-)

(Q77 Have you looked at the additional resources available on the Rowett Institute Athena Swan webpages?)

- Yes (19)
- No (39)
- Prefer not to answer (3)

(Q78 Athena Swan at the institute introduced an annual STEM seminar where female speakers give a research seminar followed by a short presentation on their career progression and how they have overcome barriers. Do you think this helps to improve the equality culture of the Institute? (*STEM = Science, Technology, Engineering and Maths))

- Yes - Strongly agree (8)
- Yes - Agree (20)

Neutral (18)
No - Disagree (4)
No - Strongly disagree (1)
Did not attend (9)
Not applicable (-)
Prefer not to answer (1)

(Q79 Has the STEM seminar helped you think about your own career development?)

Yes (9)
No (34)
Prefer not to answer (8)

(Q80 Do you think unconscious bias training seminars will help to improve the equality culture of the Institute?)

Strongly agree (4)
Agree (27)
Neutral (22)
Disagree (5)
Strongly disagree (3)
Prefer not to answer (-)

(Q81 Athena SWAN has introduced a checklist for completion at annual review. Has this helped to promote discussion about)

(Career Development)

Yes - Strongly agree (4)
Yes - Agree (28)
Neutral (15)
No - Disagree (8)
No - Strongly disagree (2)
Prefer not to answer (4)

(Promotion)

Yes - Strongly agree (5)
Yes - Agree (26)
Neutral (15)
No - Disagree (8)
No - Strongly disagree (2)
Prefer not to answer (4)

(Workload)

Yes - Strongly agree (6)
Yes - Agree (24)
Neutral (19)
No - Disagree (5)
No - Strongly disagree (2)
Prefer not to answer (4)

(Q82 The Rowett has a policy, that where possible administrative meetings should occur within core working hours (10am-4pm). Do you think this helps accommodate flexible working hours?)

Yes -Strongly agree (15)

Yes -Agree (30)

Neutral (12)

No - Disagree (3)

No - Strongly disagree (-)

Did not know this policy existed (1)

Prefer not to answer (-)

(Q83 Last year the University introduced a policy that meetings should not be held between 12 noon and 2pm in the winter – do you think this helped your work/life balance?)

Yes (22)

No (26)

Not applicable (11)

Prefer not to answer (2)

(Q84 As a School we have introduced a family support award that allow staff to apply for up to £250 to pay for caring costs to facilitate attendance at conferences. Do you think the existence of this policy has helped to improve the equality culture of our Institute?)

Strongly agree (3)

Agree (24)

Neutral (28)

Disagree (2)

Strongly disagree (-)

Prefer not to answer (4)

(Q85 Athena Swan has changed the role of the parental leave advisor to the family support advisor to accommodate additional caring responsibilities. Do you think this better supports staff needs?)

Strongly agree (2)

Agree (33)

Neutral (23)

Disagree (1)

Strongly disagree (-)

Prefer not to answer (2)

(Q88 What was the impact of closure of the building during lockdown on your research project(s)?)

No impact (4)

Some delay (12)

Moderate delay (10)

Significant delay (18)

Project termination (1)
Prefer not to answer (1)
Not applicable (14)

(Q89 Did you have additional caring responsibilities during lockdown? (over and above answer to the previous caring responsibility question))

Yes (21)
No (36)
Prefer not to answer (4)

(Q90 Did your additional caring responsibilities extend to home schooling in 2021?)

Yes (18)
No (34)
Prefer not to answer (5)

(Q91 Do you feel you got adequate support for this?)

Yes (8)
No (3)
Not applicable (39)
Prefer not to answer (7)

(Q92 If you had additional caring responsibilities, did this impact your work?)

Yes (8)
No (32)
Prefer not to answer (11)

(Q93 As a result of the Covid pandemic, has your workload increased?)

Yes (35)
No (22)
Prefer not to answer (4)

(Q94 If yes, which aspects of the workload has increased? (tick all that apply))

Teaching, including preparation of online delivery of course material (18)
Course administration including fielding questions from students (9)
PGR supervision (9)
General administration (19)
Project administration (11)
Prefer not to answer (2)
Other (7)

(Q95 As a result of the COVID pandemic, do you think this will have an impact on – (tick all that apply))

Your publication output in the short to medium term (22)
Grant applications and their success (15)
Promotion prospects (13)
Prefer not to answer (2)
Not applicable (27)

(Q96 Was the support available for Health and Wellbeing)

Very good/Excellent (7)

Good (25)

OK (14)

Poor (4)

Very poor (2)

Prefer not to answer (9)

(Q97 Do you feel communication from management has been effective during the pandemic?)

Very Good/Excellent (28)

Good (20)

OK (8)

Poor (2)

Very poor (1)

Prefer not to answer (1)

Do you feel communication from management has been effective during the pandemic? (Rowett Management)

Very Good/Excellent (13)

Good (20)

OK (14)

Poor (5)

Very poor (4)

Prefer not to answer (3)

(Q98 Do you think any aspects of communication or training have improved when moved by necessity to a 'virtual' environment?)

Yes (38)

No (12)

Prefer not to answer (9)

(Q99 Have you returned to working in the Rowett building since COVID?)

Yes (52)

No (8)

(Q100 If yes, how would you describe your working environment? (tick all that apply))

Welcoming (31)

Supportive (30)

Inclusive (22)

Sociable (20)

Happy (15)

Pressurized (7)

Cliquy (4)

Not applicable (4)

Fun (3)

Miserable (3)

Prefer not to answer (3)
Competitive (1)