

An Impact Evaluation of the Athena SWAN Charter Key findings: Queen Mary, University of London

This brief report presents analysis of key questions from the surveys conducted as part of our evaluation of the Athena SWAN Charter, undertaken by Ortus Economic Research and Loughborough University on behalf of Advance HE. The tables below present results by gender for your institution, compared with the average for all institutions responding to the survey. The full evaluation report is available at: <https://www.ecu.ac.uk/publications/an-impact-evaluation-of-the-athena-swan-charter-2019/>

Staff surveys

There is real commitment in my university/research institute to promote equality and diversity

| Gender | Institution | | Average | |
|--------|-------------|----------|---------|----------|
| | Agree | Disagree | Agree | Disagree |
| Female | 66% | 34% | 66% | 34% |
| Male | 100% | 0% | 71% | 29% |

My School / Department has a positive work environment for women

| Gender | Institution | | Average | |
|--------|-------------|----------|---------|----------|
| | Agree | Disagree | Agree | Disagree |
| Female | 66% | 34% | 72% | 28% |
| Male | 100% | 0% | 79% | 21% |

Adequate opportunities exist for personal development and training

| Gender | Institution | | Average | |
|--------|-------------|----------|---------|----------|
| | Agree | Disagree | Agree | Disagree |
| Female | 66% | 34% | 68% | 32% |
| Male | 33% | 67% | 71% | 29% |

I am encouraged to undertake further training and pursue personal development opportunities relevant to my career

| Gender | Institution | | Average | |
|--------|-------------|----------|---------|----------|
| | Agree | Disagree | Agree | Disagree |
| Female | 62% | 38% | 67% | 33% |
| Male | 50% | 50% | 65% | 35% |

The university/research institute has flexible promotion policies

| Gender | Institution | | Average | |
|--------|-------------|----------|---------|----------|
| | Agree | Disagree | Agree | Disagree |
| Female | 57% | 43% | 48% | 52% |
| Male | 33% | 67% | 52% | 48% |

I feel that the allocation of workload in my School / Department is fair

| Gender | Institution | | Average | |
|--------|-------------|----------|---------|----------|
| | Agree | Disagree | Agree | Disagree |
| Female | 0% | 100% | 24% | 76% |
| Male | 17% | 83% | 37% | 63% |

There is gender equity for leadership development in my School / Department

| Gender | Institution | | Average | |
|--------|-------------|----------|---------|----------|
| | Agree | Disagree | Agree | Disagree |
| Female | 50% | 50% | 58% | 42% |
| Male | 55% | 45% | 71% | 29% |

There is appropriate representation of women on major committees in my School / Department

| Gender | Institution | | Average | |
|--------|-------------|----------|---------|----------|
| | Agree | Disagree | Agree | Disagree |
| Female | 47% | 53% | 62% | 38% |
| Male | 82% | 18% | 77% | 23% |

I face much conflict in balancing my work and personal life

| Gender | Institution | | Average | |
|--------|-------------|----------|---------|----------|
| | Agree | Disagree | Agree | Disagree |
| Female | 21% | 79% | 37% | 63% |
| Male | 50% | 50% | 41% | 59% |

Athena SWAN has had a positive impact on the work environment of the School / Department

| Gender | Institution | | Average | |
|--------|-------------|----------|---------|----------|
| | Agree | Disagree | Agree | Disagree |
| Female | 41% | 59% | 52% | 48% |
| Male | 63% | 36% | 58% | 42% |

Athena SWAN has had a positive impact on work practices of the School / Department

| Gender | Institution | | Average | |
|--------|-------------|----------|---------|----------|
| | Agree | Disagree | Agree | Disagree |
| Female | 43% | 57% | 54% | 46% |
| Male | 64% | 36% | 60% | 40% |

Base = 80

80 out all 83 Academic staff = 96% response rate

Undergraduate surveys

There is a good academic / career role model for me in my School / Department

| Gender | Institution | | Average | |
|--------|-------------|----------|---------|----------|
| | Agree | Disagree | Agree | Disagree |
| Female | 71% | 29% | 67% | 33% |
| Male | 89% | 11% | 68% | 32% |

I can imagine someone like me succeeding in an academic career

| Gender | Institution | | Average | |
|--------|-------------|----------|---------|----------|
| | Agree | Disagree | Agree | Disagree |
| Female | 75% | 25% | 69% | 31% |
| Male | 67% | 33% | 71% | 29% |

I can imagine someone like me succeeding in another career relevant to my degree

| Gender | Institution | | Average | |
|--------|-------------|----------|---------|----------|
| | Agree | Disagree | Agree | Disagree |
| Female | 79% | 21% | 86% | 14% |
| Male | 89% | 11% | 84% | 16% |

Females are more likely to succeed in a career related to my degree than males

| Gender | Institution | | Average | |
|--------|-------------|----------|---------|----------|
| | Agree | Disagree | Agree | Disagree |
| Female | 9% | 91% | 9% | 91% |
| Male | 25% | 75% | 21% | 79% |

It's very difficult to get a job related to my degree

| Gender | Institution | | Average | |
|--------|-------------|----------|---------|----------|
| | Agree | Disagree | Agree | Disagree |
| Female | 29% | 71% | 33% | 67% |
| Male | 11% | 89% | 30% | 70% |

It will be possible for me to combine career and family life in a career related to my degree

| Gender | Institution | | Average | |
|--------|-------------|----------|---------|----------|
| | Agree | Disagree | Agree | Disagree |
| Female | 58% | 42% | 64% | 36% |
| Male | 67% | 33% | 79% | 21% |

Base = 35

Postgraduate researcher surveys

There is a good academic / career role model for me in my School / Department

| Gender | Institution | | Average | |
|--------|-------------|----------|---------|----------|
| | Agree | Disagree | Agree | Disagree |
| Female | 65% | 35% | 64% | 36% |
| Male | 80% | 20% | 75% | 25% |

I can imagine someone like me succeeding in an academic career

| Gender | Institution | | Average | |
|--------|-------------|----------|---------|----------|
| | Agree | Disagree | Agree | Disagree |
| Female | 65% | 35% | 69% | 31% |
| Male | 80% | 20% | 73% | 27% |

I can imagine someone like me succeeding in other careers relevant to my degree(s)

| Gender | Institution | | Average | |
|--------|-------------|----------|---------|----------|
| | Agree | Disagree | Agree | Disagree |
| Female | 88% | 12% | 89% | 11% |
| Male | 80% | 20% | 91% | 9% |

Females are more likely to succeed in an academic career related to my field than males

| Gender | Institution | | Average | |
|--------|-------------|----------|---------|----------|
| | Agree | Disagree | Agree | Disagree |
| Female | 6% | 84% | 6% | 94% |
| Male | 20% | 80% | 12% | 88% |

It's very difficult to get a job related to my field

| Gender | Institution | | Average | |
|--------|-------------|----------|---------|----------|
| | Agree | Disagree | Agree | Disagree |
| Female | 53% | 47% | 49% | 51% |
| Male | 80% | 20% | 44% | 56% |

It will be possible for me to combine career and family life in a career related to my degree

| Gender | Institution | | Average | |
|--------|-------------|----------|---------|----------|
| | Agree | Disagree | Agree | Disagree |
| Female | 41% | 59% | 54% | 46% |
| Male | 80% | 20% | 71% | 29% |

Base = 20