

Informed consent

The aim of this brief survey is to assess your views on the school's Athena Swan and EDI Initiatives and related policies.

You will be asked to provide your opinion(s) about, and to give ratings on, various aspects of Athena Swan and EDI Initiatives and the culture at SBCS and within your department. You will also be asked for some basic demographic information. There are no right or wrong answers, we are interested in your personal opinions.

This survey will take approximately 10 minutes to complete. Your participation is **completely voluntary and confidential. You are free to not answer any question(s) that you find uncomfortable and/or personally identifying.**

Collected responses will be used to gauge opinion on current Athena Swan and EDI initiatives and to identify points for improvement in the future.

Your completion of this survey will indicate your consent to participate.

Where applicable, circle your level of agreement or tick off the relevant response(s) below.

Recognition and Effectiveness of Athena Swan & EDI Initiatives

I am aware of Athena Swan and EDI initiatives in SBCS								
STRONGLY DISAGREE	1	2	3	4	5	6	7	STRONGLY AGREE

The following are Athena Swan & EDI Initiatives in SBCS. Which are important to you? (Tick all that apply):

- Seminars and meetings held in core hours (i.e. 10AM – 4PM)
- Mentoring encouraged for all staff
- Awareness of gender balance when arranging seminar series
- Improved gender balance at all levels of staff
- Improved Black, Asian & Minority Ethnic (BAME) representation at all levels
- Improved gender balance in decision making committees
- Improved BAME representation in decision making committees
- Improved gender balance in recruitment panels
- Improved BAME representation in recruitment panels
- Support for career advancement for women
- Menopause guidelines
- Parental leave
- Part-time and flexible working pilot project
- Other: _____
- None of the above

SBCS addresses the Athena Swan and EDI initiatives that are important to me								
STRONGLY DISAGREE	1	2	3	4	5	6	7	STRONGLY AGREE

Athena Swan & EDI initiatives in SBCS are irrelevant for me								
STRONGLY DISAGREE	1	2	3	4	5	6	7	STRONGLY AGREE

I support Athena Swan and EDI initiatives in SBCS								
STRONGLY DISAGREE	1	2	3	4	5	6	7	STRONGLY AGREE

Athena Swan and EDI initiatives are effectively communicated in SBCS								
STRONGLY DISAGREE	1	2	3	4	5	6	7	STRONGLY AGREE

SBCS' Athena Swan & EDI initiatives have improved working conditions for all staff								
STRONGLY DISAGREE	1	2	3	4	5	6	7	STRONGLY AGREE

Because of its Athena Swan and EDI initiatives, I see SBCS as an inclusive workplace								
STRONGLY DISAGREE	1	2	3	4	5	6	7	STRONGLY AGREE

Athena Swan & EDI initiatives have created a supportive and collegiate environment in SBCS								
STRONGLY DISAGREE	1	2	3	4	5	6	7	STRONGLY AGREE

Athena Swan & EDI initiatives in SBCS are ineffective in addressing workplace inequalities								
STRONGLY DISAGREE	1	2	3	4	5	6	7	STRONGLY AGREE

Staff Treatment

In SBCS, staff are treated on their merits, irrespective of gender								
STRONGLY DISAGREE	1	2	3	4	5	6	7	STRONGLY AGREE

In SBCS, staff are treated on their merits, irrespective of 'protected characteristics' (e.g., sexual orientation, race, religion/belief, age, disability, gender identity, marriage and civil partnership, pregnancy/maternity)								
STRONGLY DISAGREE	1	2	3	4	5	6	7	STRONGLY AGREE

During my time in SBCS, I have experienced a situation (or situations), where I have felt uncomfortable because of my gender								
STRONGLY DISAGREE	1	2	3	4	5	6	7	STRONGLY AGREE

During my time in SBCS, I have experienced a situation (or situations), where I have felt uncomfortable because of a protected characteristic								
STRONGLY DISAGREE	1	2	3	4	5	6	7	STRONGLY AGREE

If you had been unfairly treated or discriminated against due to your gender at SBCS, would you report this?

- Yes
- No
- Unsure

If you had been unfairly treated or discriminated against due to a protected characteristic (e.g., sexual orientation, race, religion/belief, age, disability, gender identity) at SBCS, would you report this?

- Yes
- No
- Unsure

I have undertaken training in Equality and Diversity (e.g., Unconscious Bias Training)

- Yes
- No
- Unsure

Workplace culture

From the words below, how would you describe SBCS as a place to work (Tick all that apply):

- Supportive
- Inclusive
- Miserable
- Demotivating
- Competitive
- Happy
- Welcoming
- Macho
- Cliquey
- Rewarding
- Pressurised
- Stressful
- Sexist
- Racist
- Other: _____

We have social and/or networking events in SBCS:

- Yes and I attend regularly
- Yes and I attend occasionally
- Yes but I am unable to attend (e.g., organised at the wrong time)
- Yes and I choose not to attend
- No but I wish we had them
- No and I would not want to attend

Please list the SBCS social and/or networking events that you are aware of here (e.g., welcome event, summer BBQ, research grant pitching, teaching workshops):

I enjoy SBCS social and/or networking events								
STRONGLY DISAGREE	1	2	3	4	5	6	7	STRONGLY AGREE

SBCS social and/or networking events promote inclusion								
STRONGLY DISAGREE	1	2	3	4	5	6	7	STRONGLY AGREE

SBCS social and/or networking events contribute to my wellbeing								
STRONGLY DISAGREE	1	2	3	4	5	6	7	STRONGLY AGREE

We have social and/or networking events in my department (i.e., Biochemistry, Biology, Chemistry, Psychology):

- Yes and I attend regularly
- Yes and I attend occasionally
- Yes but I am unable to attend (e.g., organised at the wrong time)
- Yes and I choose not to attend
- No but I wish we had them
- No and I would not want to attend

Please list the departmental social and/or networking events that you are aware of here: (e.g., weekly tea, welcome events, research grant pitching, teaching workshops, seminar series):

I enjoy departmental social and/or networking events								
STRONGLY DISAGREE	1	2	3	4	5	6	7	STRONGLY AGREE

Departmental social and/or networking events promote inclusion								
STRONGLY DISAGREE	1	2	3	4	5	6	7	STRONGLY AGREE

Departmental social and/or networking events contribute to my wellbeing								
STRONGLY DISAGREE	1	2	3	4	5	6	7	STRONGLY AGREE

Successes and achievements are celebrated in SBCS

- Yes
- No
- Sometimes, but not every time
- Sometimes, but only for certain people

Please list the things done within SBCS to celebrate successes and achievements that you are aware of here (e.g., announcements in meetings, newsletter, certificates, awards):

Successes and achievements are celebrated in my department (i.e., Biochemistry, Biology, Chemistry, Psychology)

- Yes
- No
- Sometimes, but not every time
- Sometimes, but only for certain people

Please list the things done in your department to celebrate successes and achievements that you are aware of (e.g., announcements in meetings, e-mails):

Visibility and representation

SBCS is a diverse and inclusive workplace								
STRONGLY DISAGREE	1	2	3	4	5	6	7	STRONGLY AGREE

When I look around SBCS, I see diverse and inclusive images								
STRONGLY DISAGREE	1	2	3	4	5	6	7	STRONGLY AGREE

SBCS promotional materials showcase diversity and inclusion								
STRONGLY DISAGREE	1	2	3	4	5	6	7	STRONGLY AGREE

Promotion and Progression

Career advancement information (e.g., probation, promotion, secondments) is effectively communicated within SBCS								
STRONGLY DISAGREE	1	2	3	4	5	6	7	STRONGLY AGREE

Support for career advancement is provided by SBCS								
STRONGLY DISAGREE	1	2	3	4	5	6	7	STRONGLY AGREE

Decisions about progression (e.g., award of contribution points) within SBCS are fair and transparent								
STRONGLY DISAGREE	1	2	3	4	5	6	7	STRONGLY AGREE

Decisions about promotions within SBCS are fair and transparent								
STRONGLY DISAGREE	1	2	3	4	5	6	7	STRONGLY AGREE

Workload responsibilities and distributions

The workload model in SBCS is transparent								
STRONGLY DISAGREE	1	2	3	4	5	6	7	STRONGLY AGREE

The workload model in SBCS is fair								
STRONGLY DISAGREE	1	2	3	4	5	6	7	STRONGLY AGREE

I have a say in my allocation to different workload roles and responsibilities								
STRONGLY DISAGREE	1	2	3	4	5	6	7	STRONGLY AGREE

There is regular rotation of workload roles and responsibilities								
STRONGLY DISAGREE	1	2	3	4	5	6	7	STRONGLY AGREE

Is there anything else that you would like to say about Athena Swan and EDI Initiatives or about workplace culture at SBCS?

About you

Please select the appropriate age group:

- Under 25
- 26-35
- 36-45
- 46-55
- 56 and above

My gender identity is:

- Female
- Male
- Non-binary
- Transgender
- Prefer not to say

My sexual orientation is:

- Bisexual
- Homosexual
- Heterosexual
- Queer
- Other
- Prefer not to say

My race/ethnicity is:

- Asian – Bangladeshi
- Asian – Indian
- Asian – Pakistani
- Asian – Other
- Black – African
- Black – Caribbean
- Black – Other
- East Asian – Chinese
- East Asian – Other
- Middle Eastern
- Mixed heritage (Please specify): _____
- White - British
- White - Other
- Any other ethnic background (please specify): _____
- Prefer not to say

Do you work full-time or part-time?

- Full-time
- Part-time
- Prefer not to say

Your job role

- Research Assistant
- Post-doctoral Researcher
- Senior/Principal Researcher
- Lecturer
- Senior Lecturer
- Reader
- Professor
- Professional Services 1-4
- Professional Services 5-7
- Technical Services 1-4
- Technical Services 5-6
- If other, please specify: _____
- Prefer not to say

How would you describe your contract?

- Permanent / open-ended
- Fixed term / temporary
- Unpaid Honorary / Emeritus

How would you describe your post?

- Clinical academic
- Non-clinical academic
- Professional services or technical

How long have you been in your current job role?

- 0 – 2 years
- 3 – 5 years
- 6 – 10 years
- 11 – 20 years
- 21+ years

Do you have any caring responsibilities (e.g., children, parents, partner)?

- Yes
- No
- Prefer not to say