

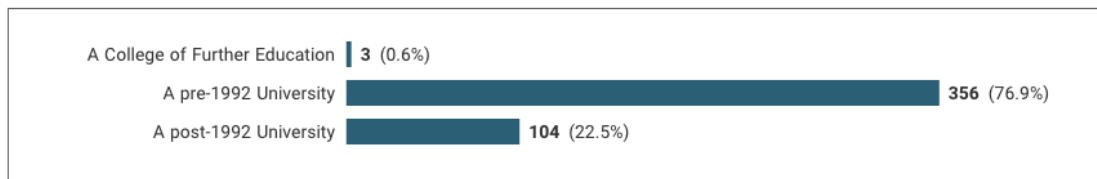


Gender Equality Working Group
Survey Results 2018

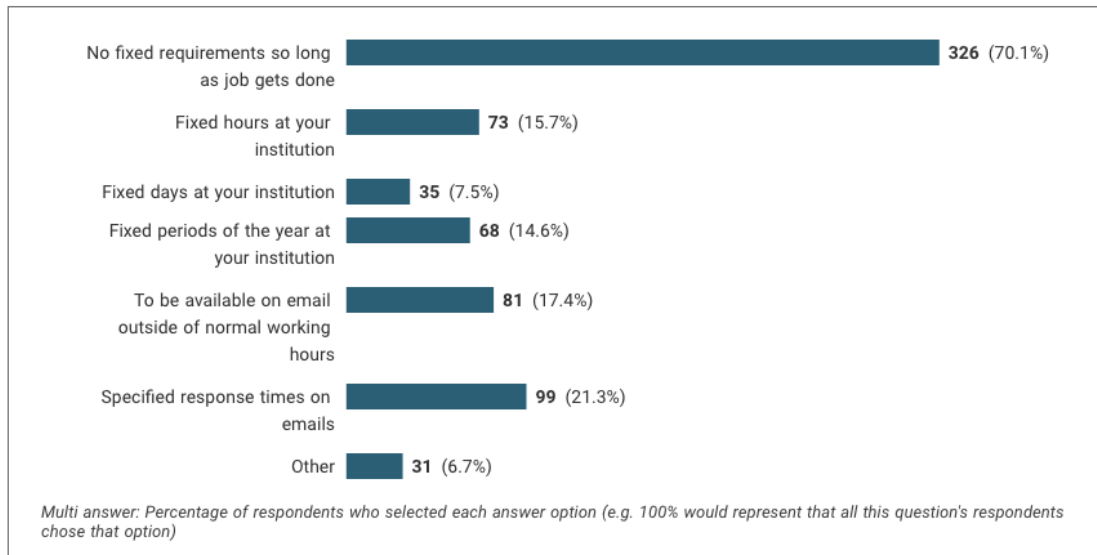
This survey of UK university-based Historians was undertaken in
spring 2018 as part of the research for
*Promoting Gender Equality in UK History:
A Second Report & Recommendations for Good Practice*

Total Responses: 472

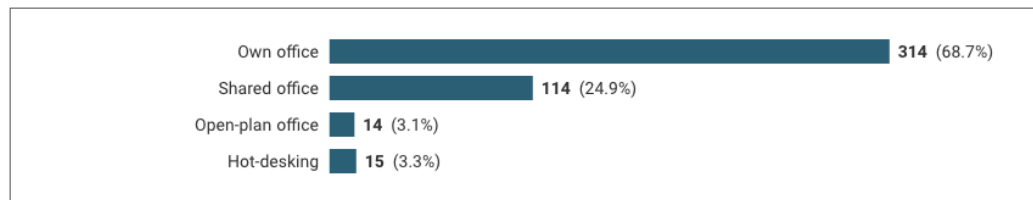
1 Is your institution:



2 What is required of you in terms of working hours?

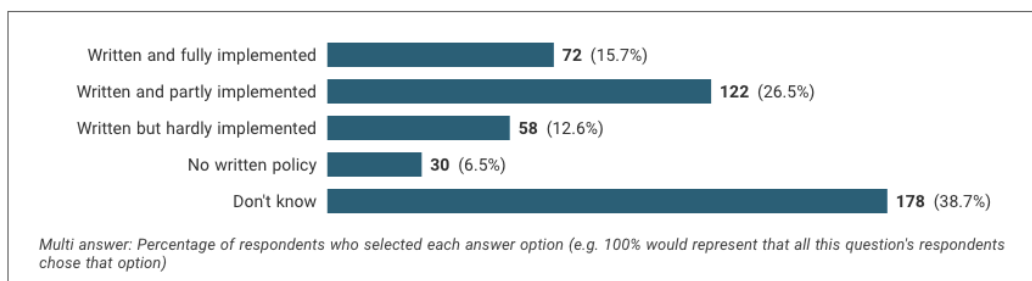


3 What work-space is provided for you?

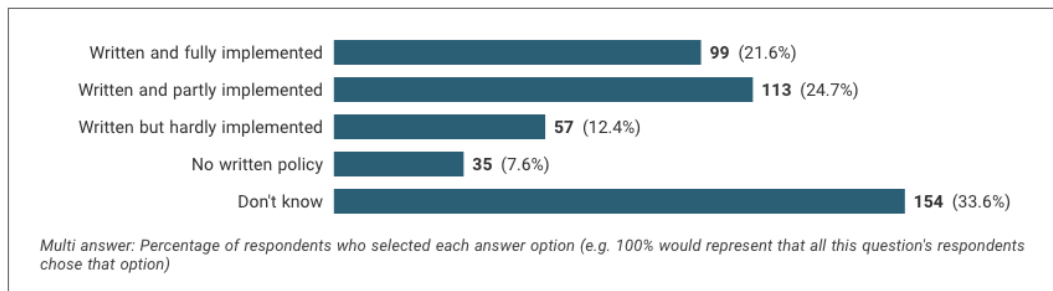


4 In your institution, are policies on the following

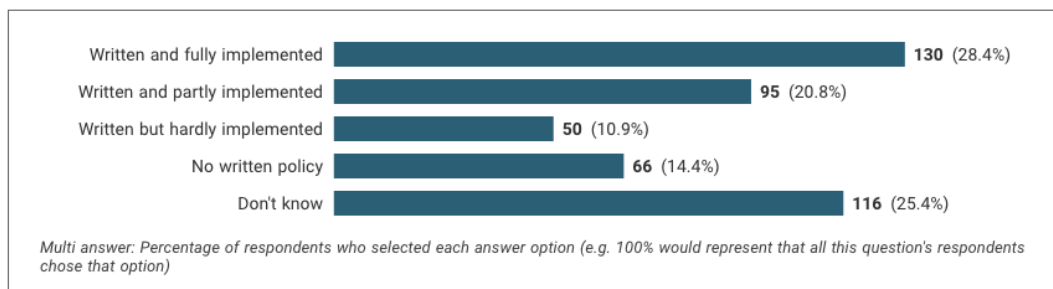
4.1 Gender equality monitoring



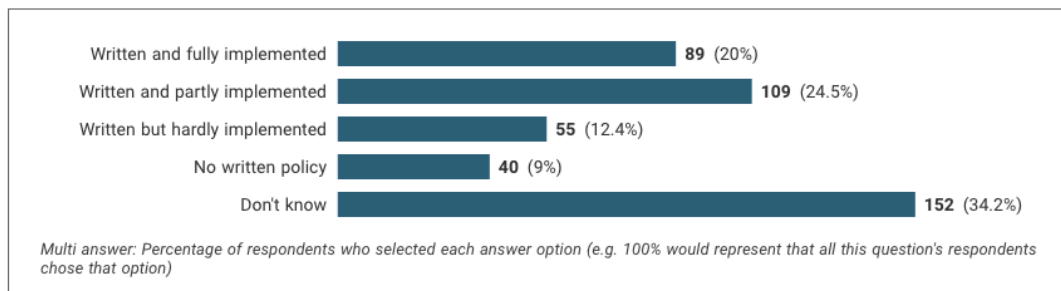
4.2 Gender-aware recruitment and selection



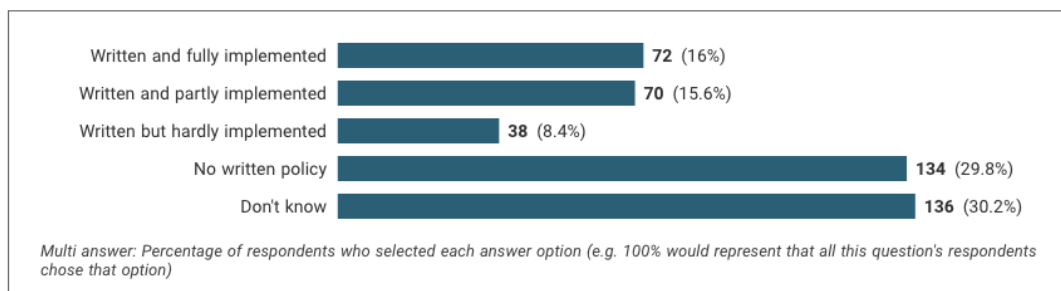
4.3 Mandatory training in equalities legislation and good practice



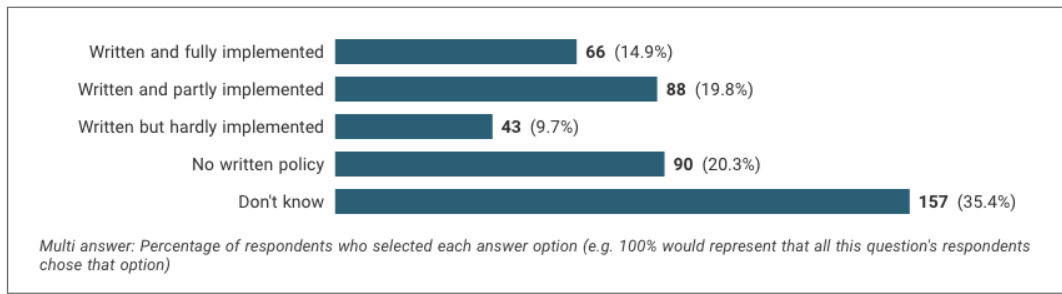
4.4 Recommended training in equalities legislation and good practice



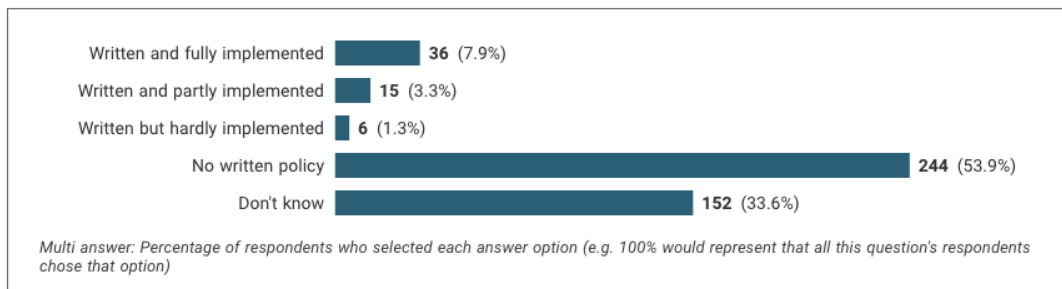
4.5 Mandatory training in invisible bias



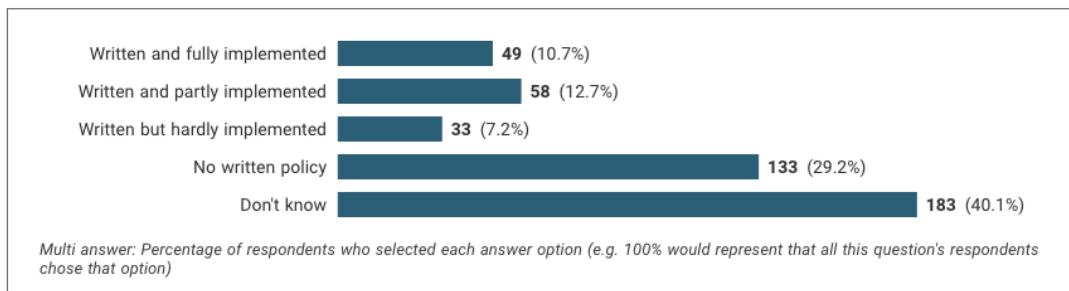
4.6 Recommended training in invisible bias



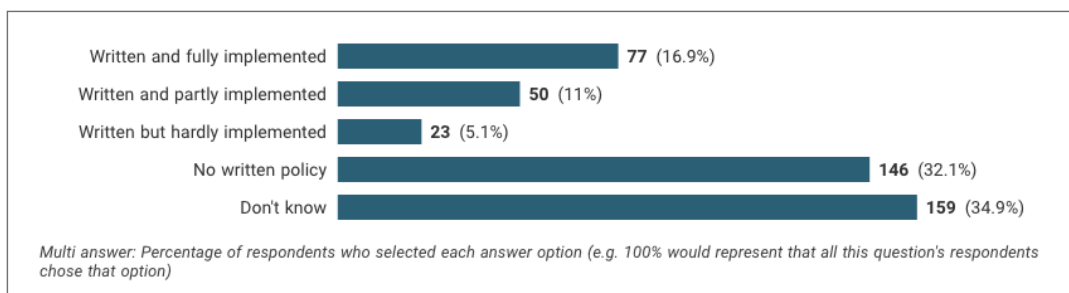
4.7 Anonymised shortlisting



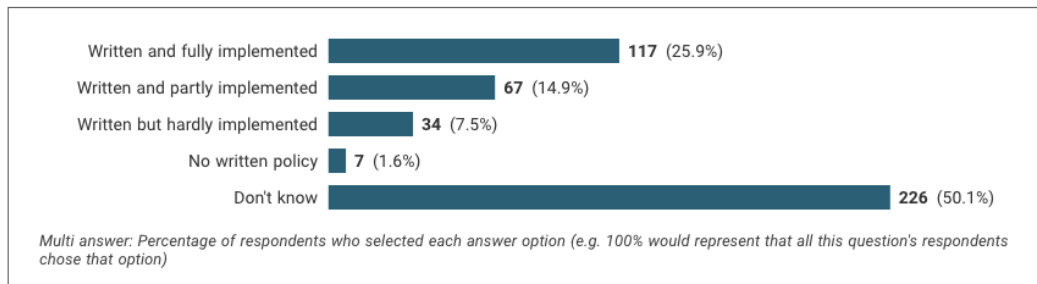
4.8 Gender-aware promotion



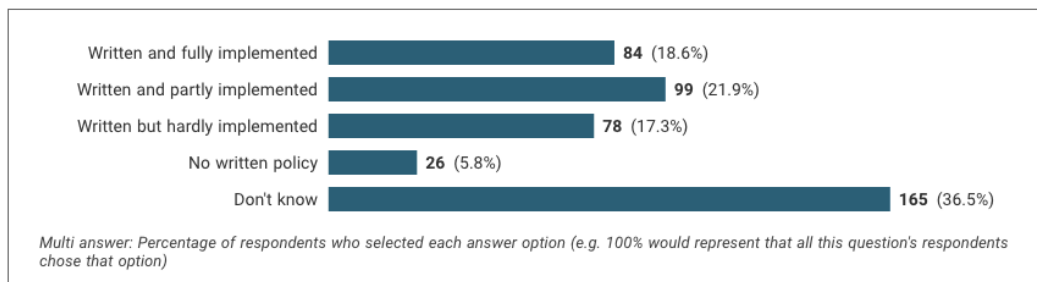
4.9 Gender-neutral language in all documents



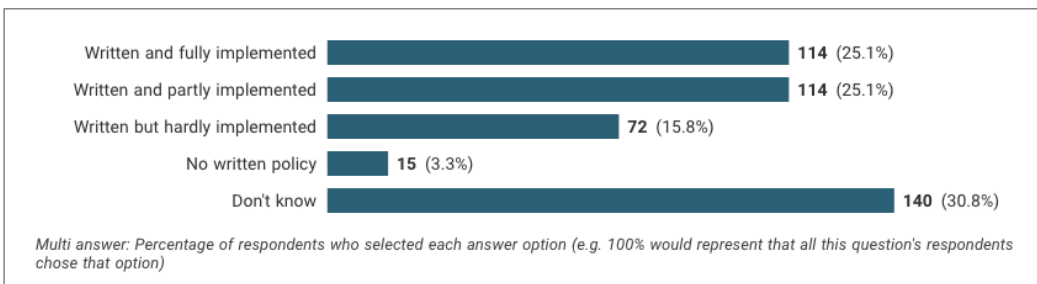
4.10 Equality Act 2010



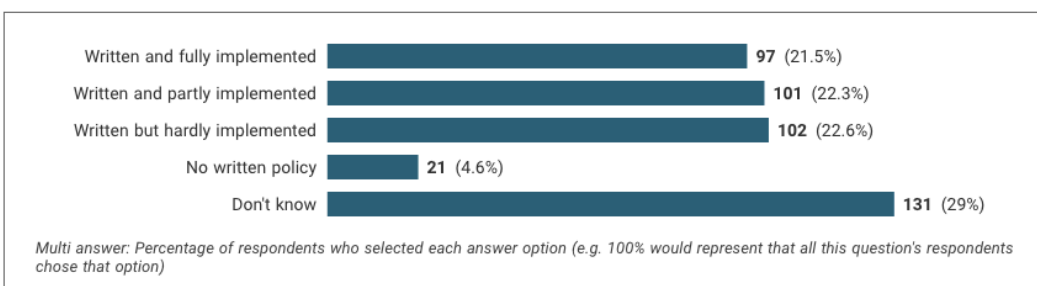
4.11 Addressing instances of discrimination



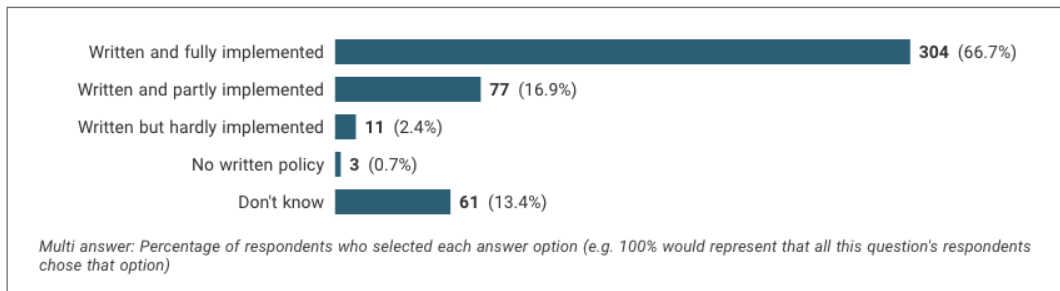
4.12 Sexual harassment



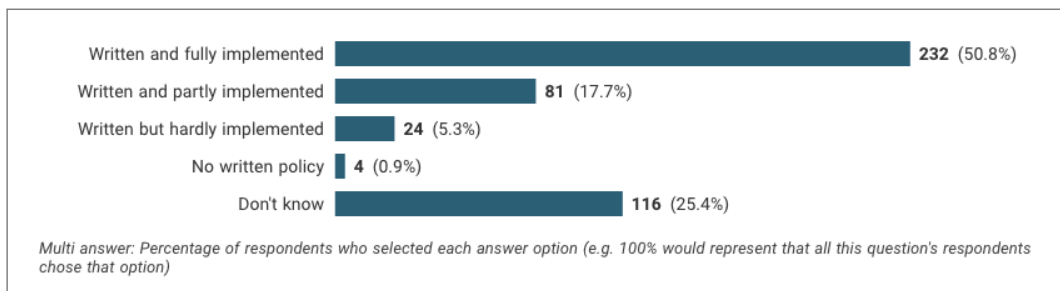
4.13 Bullying and intimidation



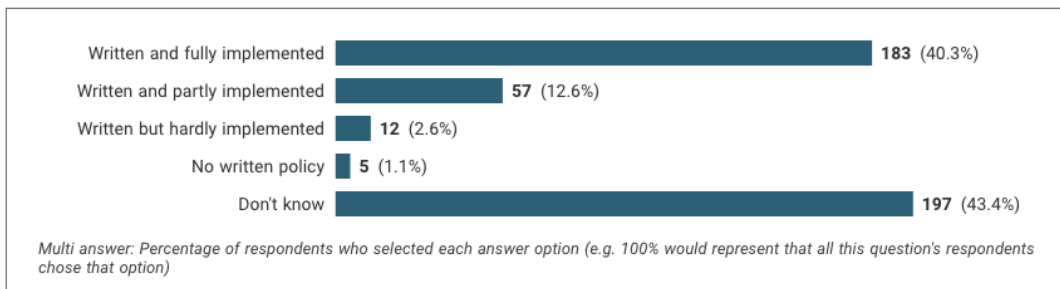
4.14 Maternity leave



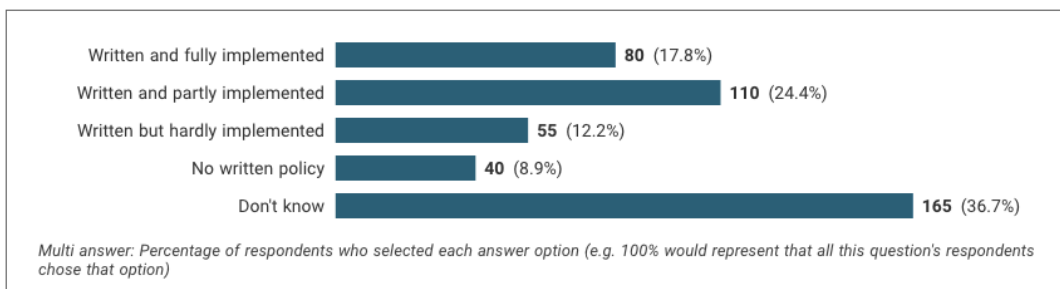
4.15 Paternity leave



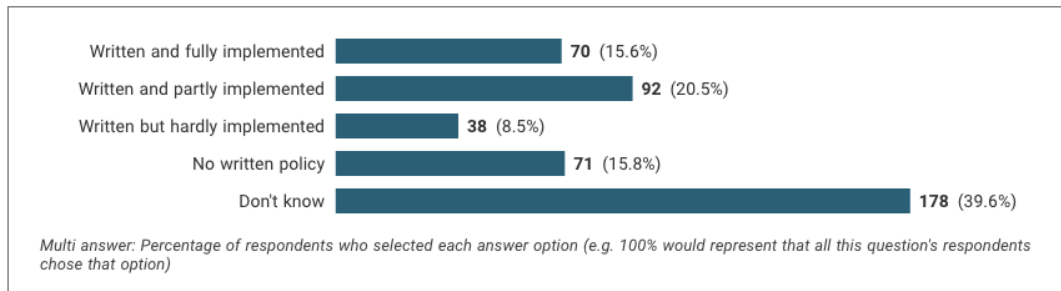
4.16 Adoption leave



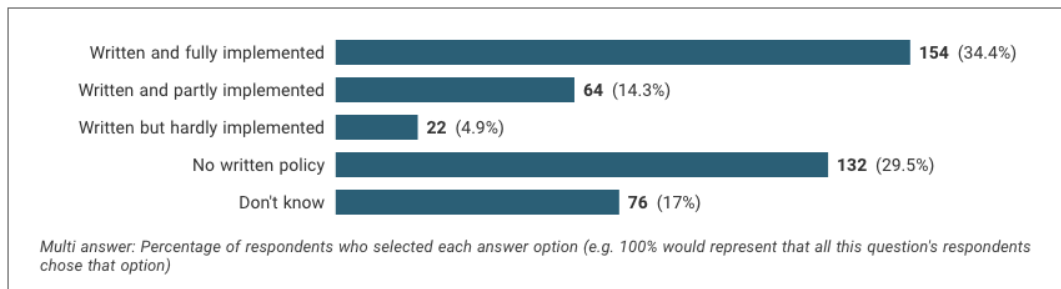
4.17 Accommodation of caring responsibilities by management



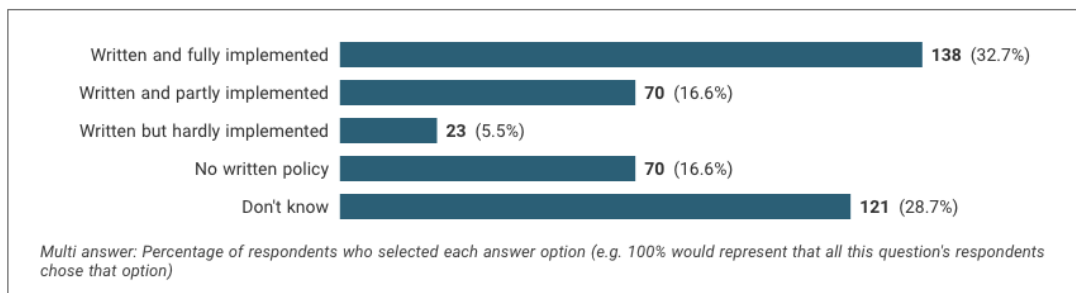
4.18 Accommodation of caring responsibilities by colleagues



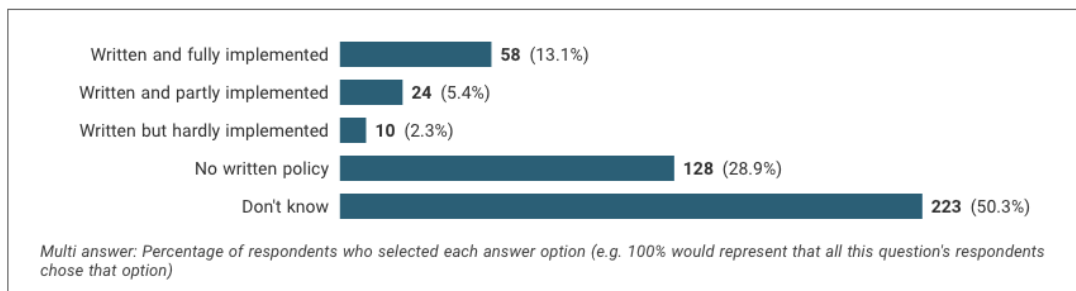
4.19 Sabbatical leave – automatic regular entitlement



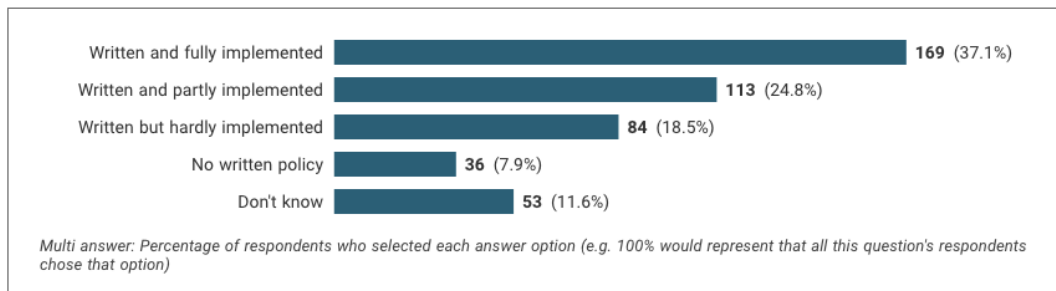
4.20 Sabbatical leave – if raise funds/on competitive basis



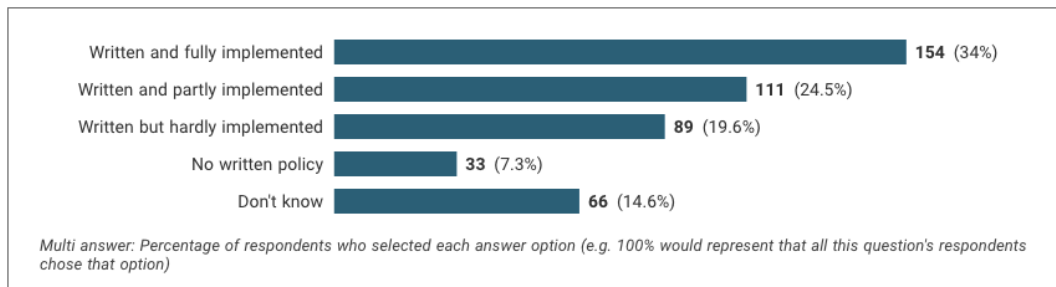
4.21 Sabbatical leave after maternity leave



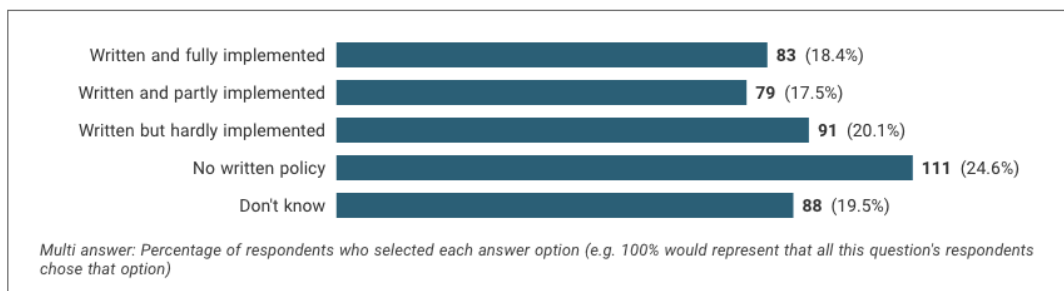
4.22 Mentoring of new staff



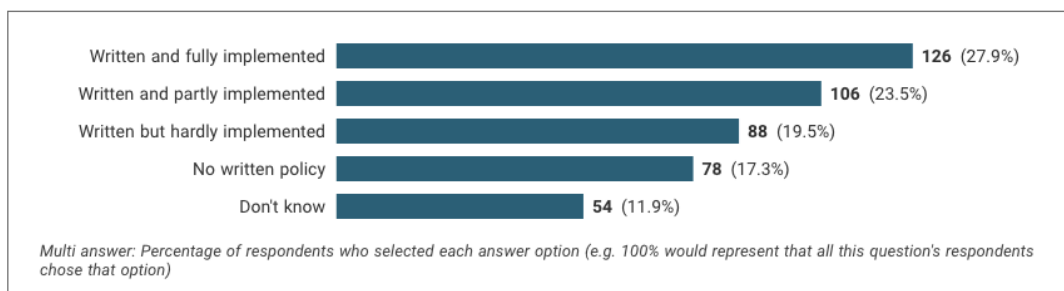
4.23 Guidance and support during probation



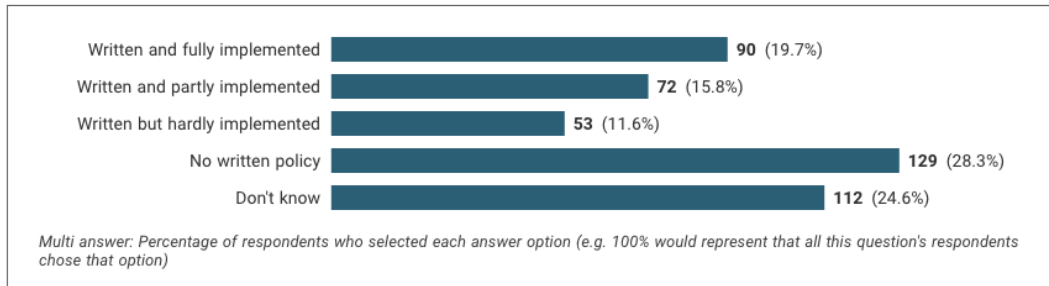
4.24 Mentoring of all staff



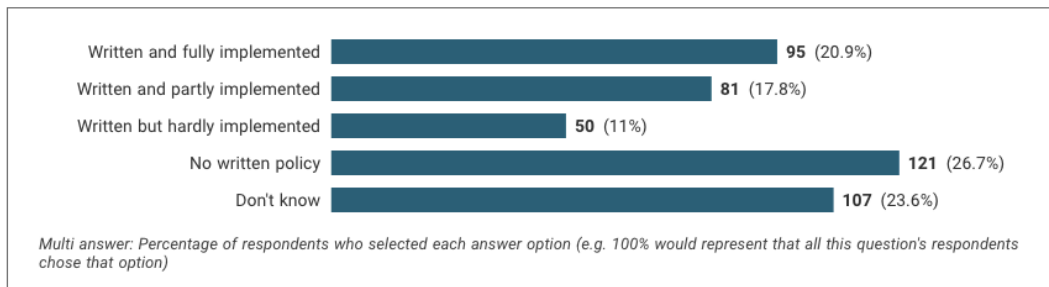
4.25 Allocation of workload



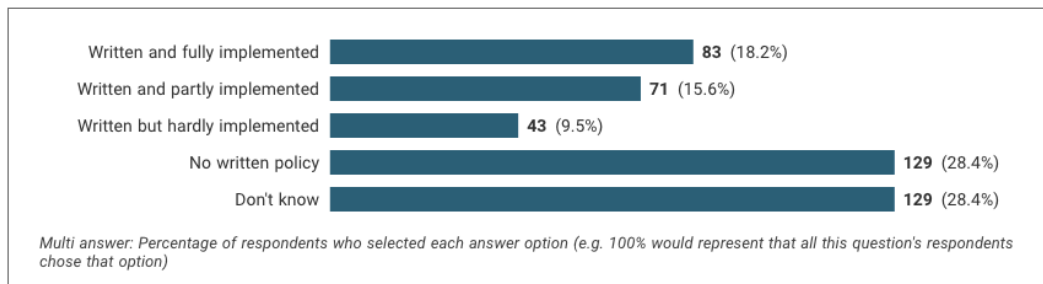
4.26 Allocation of pastoral care roles



4.27 Allocation of major administrative roles

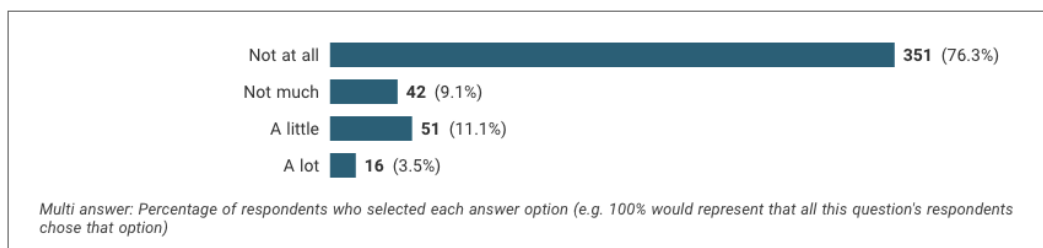


4.28 Membership of committees

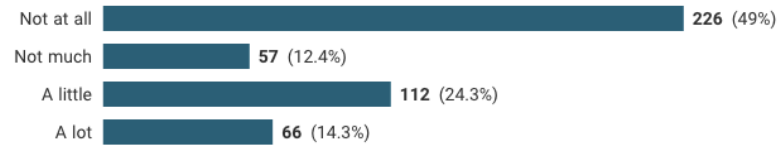


5 Has your own working life over the last five years been adversely affected by any of the following?

5.1 Sexual harassment

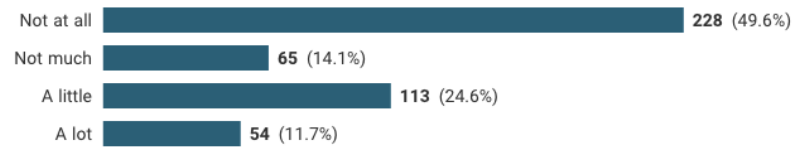


5.2 Bullying



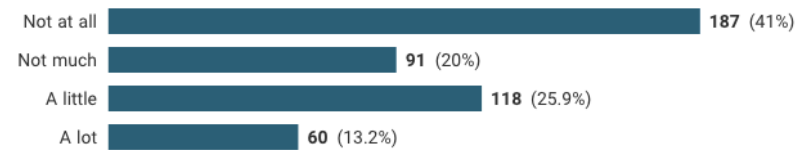
Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

5.3 Intimidation



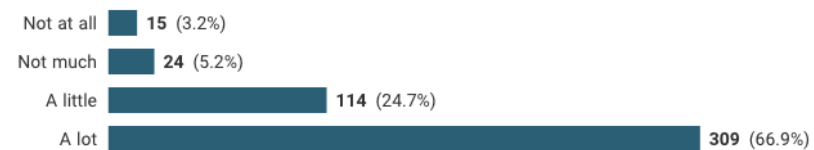
Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

5.4 Discrimination



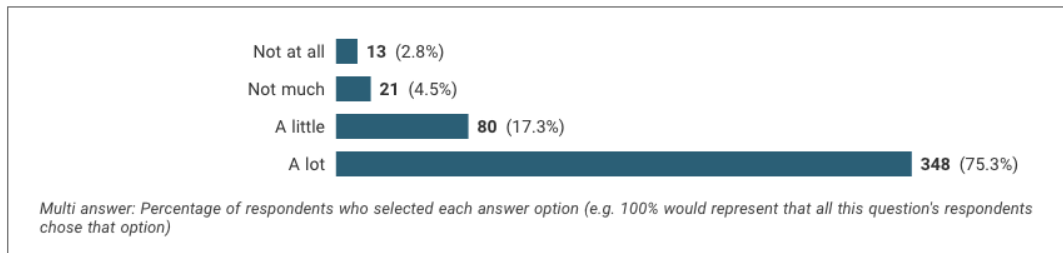
Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

5.5 Having to work at weekends to do your job

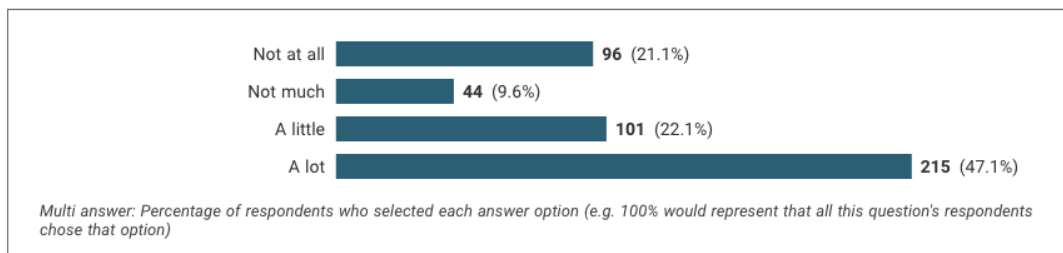


Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

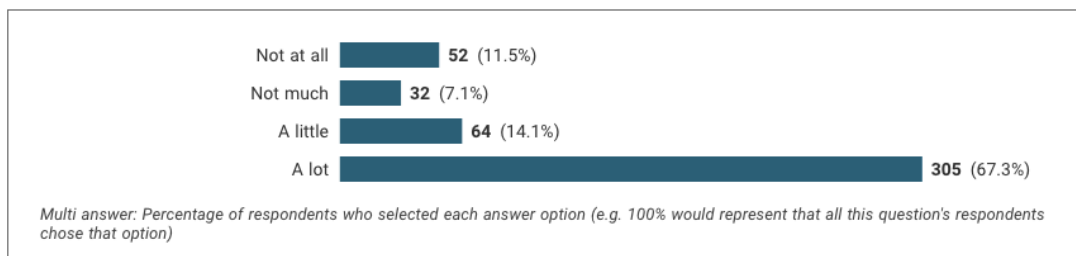
5.6 Having to work in the evenings to do your job



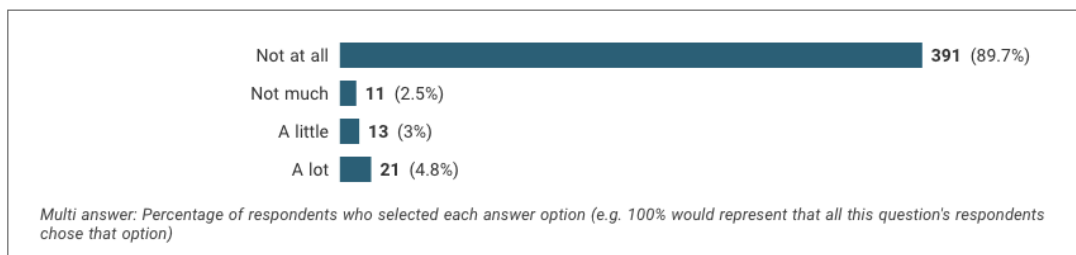
5.7 Having to give up annual leave to do your job



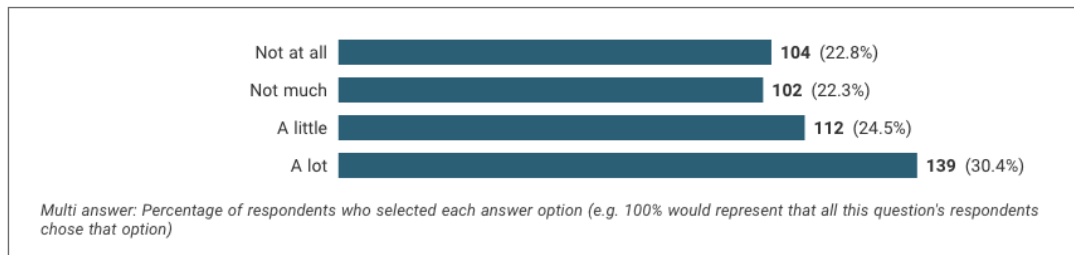
5.8 Having to give up formally allocated research days to complete other duties



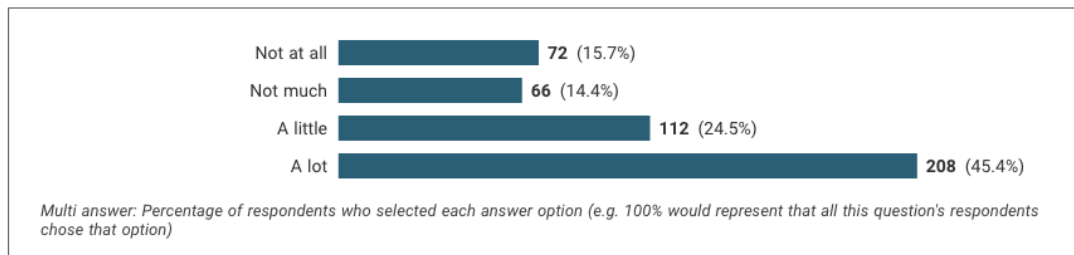
5.9 Having to forfeit or defer research leave after a period of maternity or paternity leave



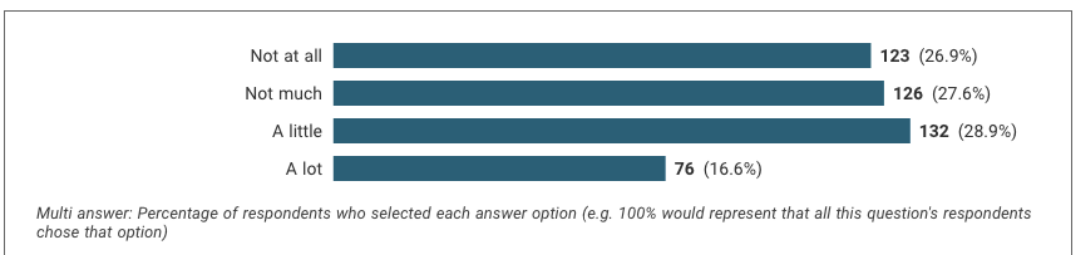
5.10 A heavy burden of committee work



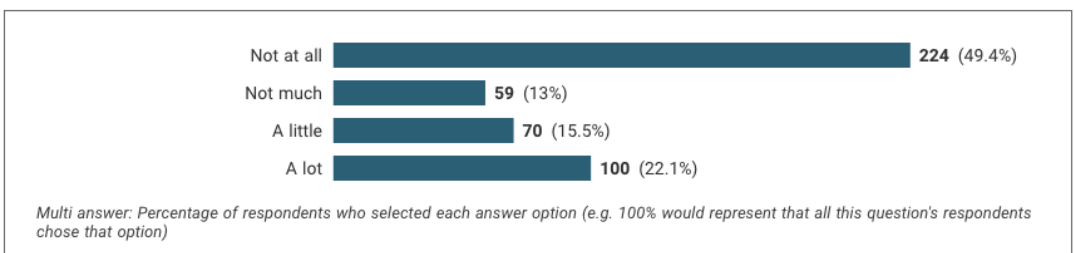
5.11 Excessive expectations from management



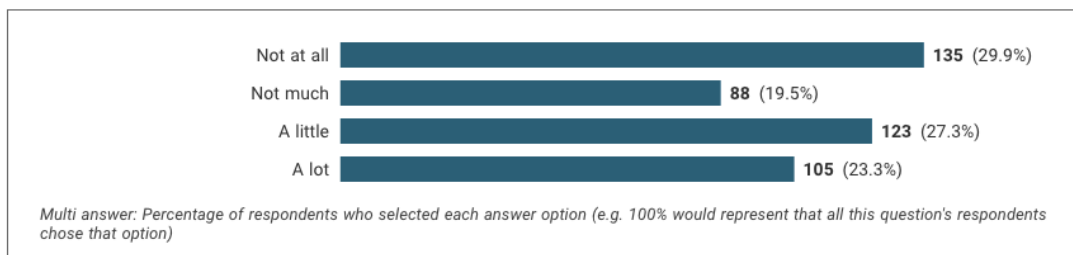
5.12 Peer pressure from colleagues



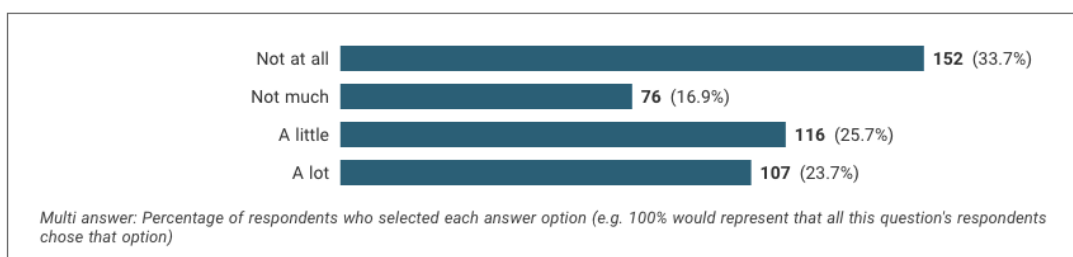
5.13 Restructuring of your unit



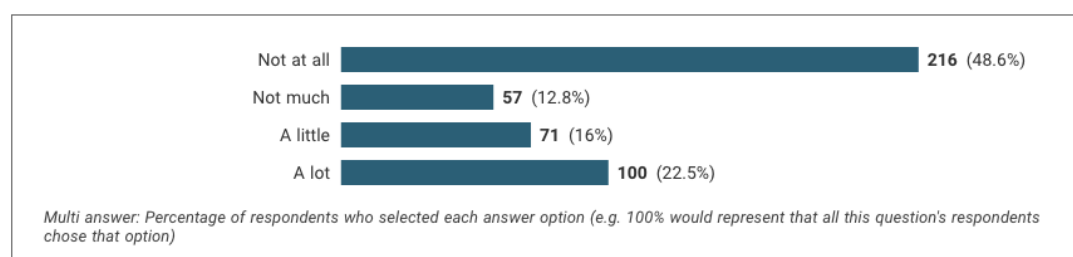
5.14 Pigeon-holing into certain roles



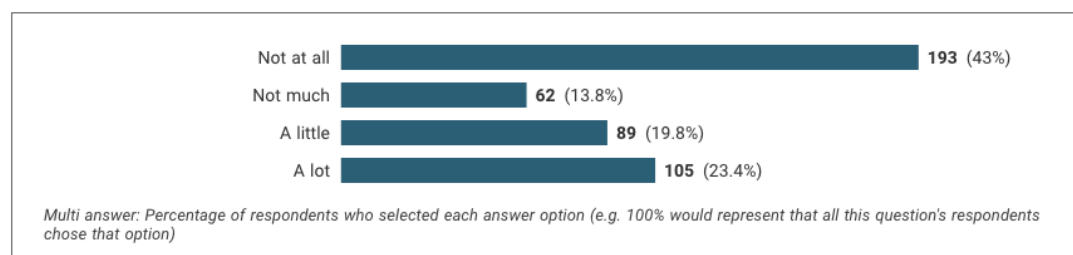
5.15 Getting stuck in certain roles



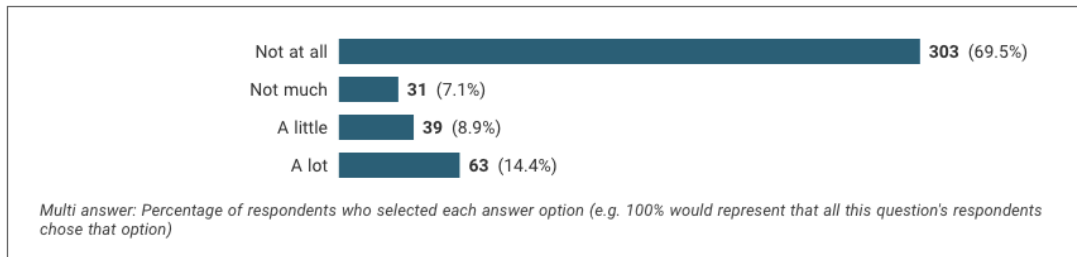
5.16 Being overlooked for promotion



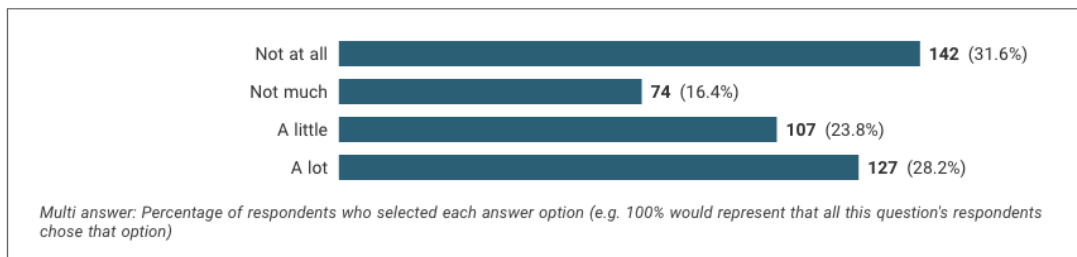
5.17 Lack of guidance on applying for promotion



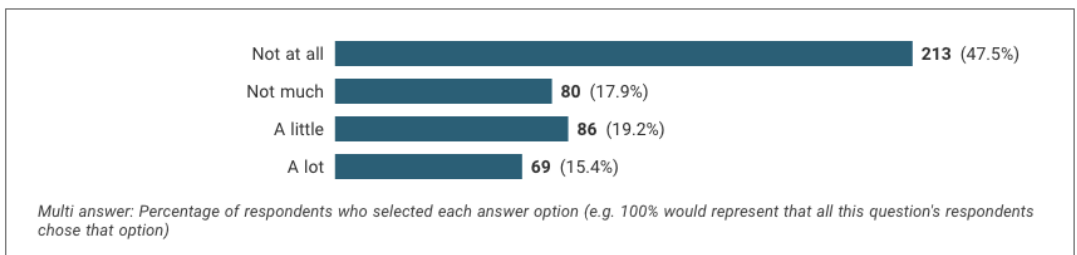
5.18 Lack of constructive feedback if promotion refused



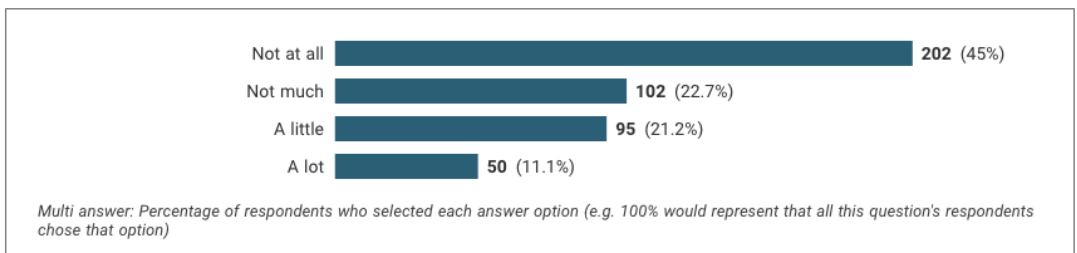
5.19 Restriction of opportunities to participate in decision-making



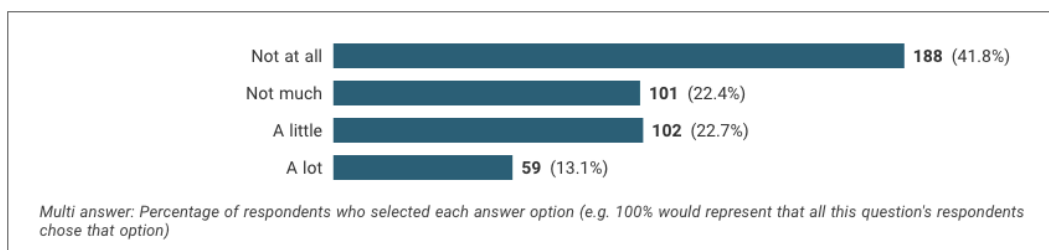
5.20 Restriction of opportunities to participate in informal dept. life



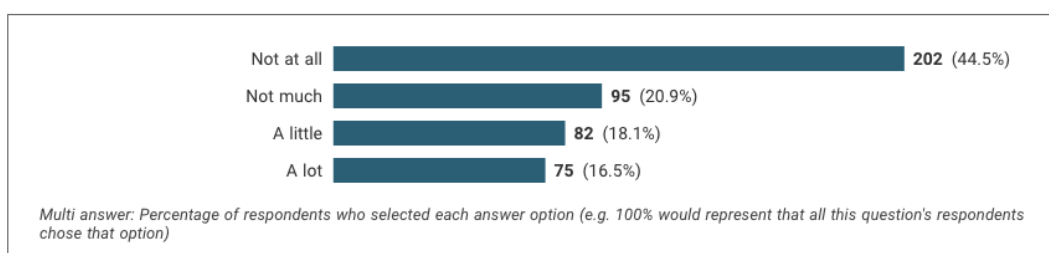
5.21 Timing of meetings



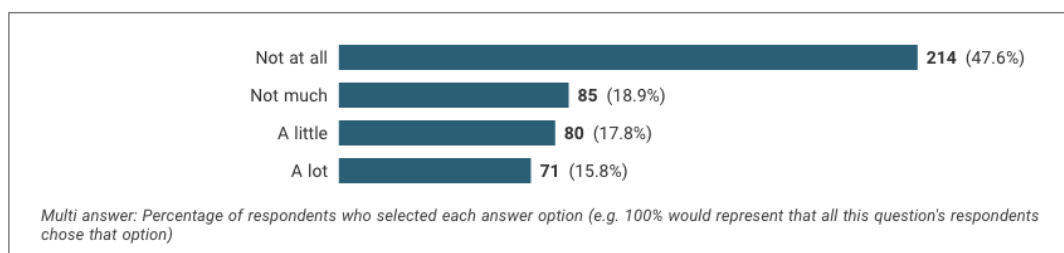
5.22 Conduct of meetings



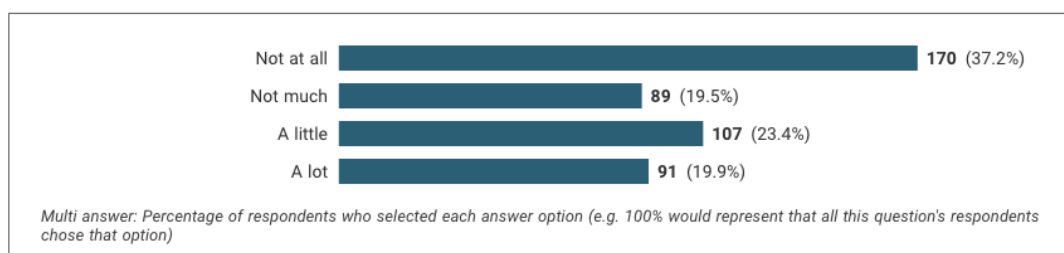
5.23 Silencing of your views



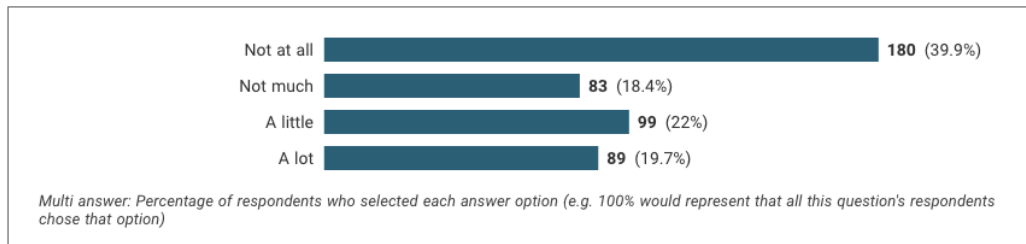
5.24 Timing of seminars



5.25 Lack of mentors

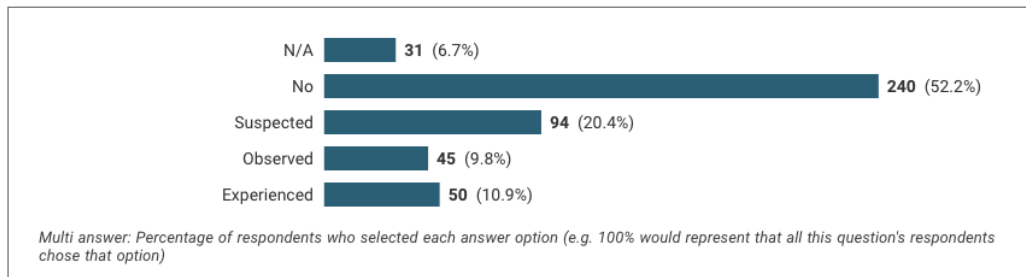


5.26 Lack of good role models

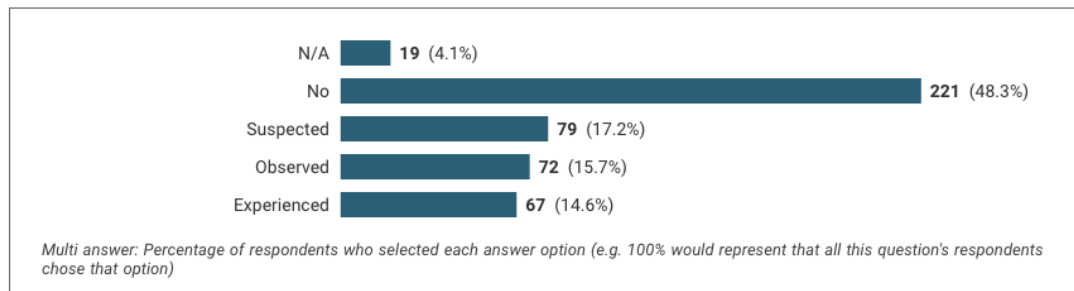


6 Do you perceive gender inequality in any of the following?

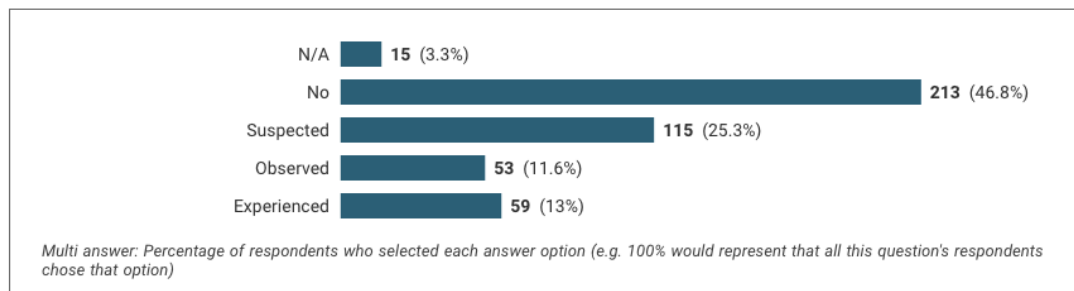
6.1 Curriculum management



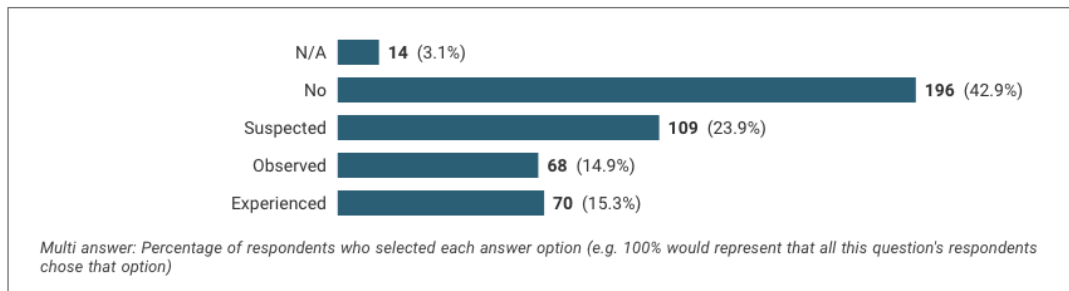
6.2 Curriculum content



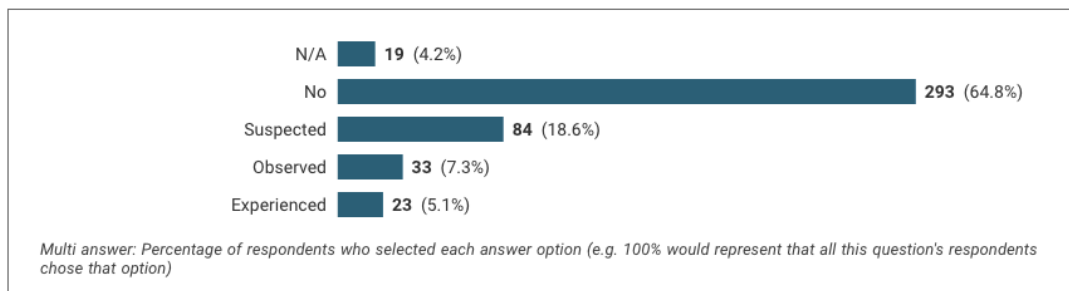
6.3 Teaching practices



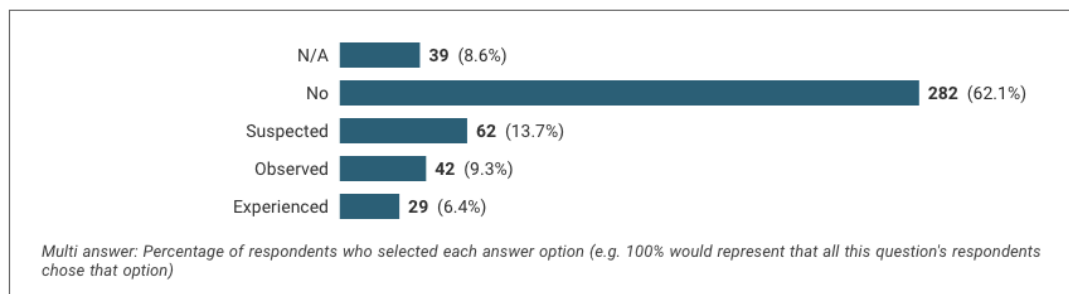
6.4 Seminar/class discussion



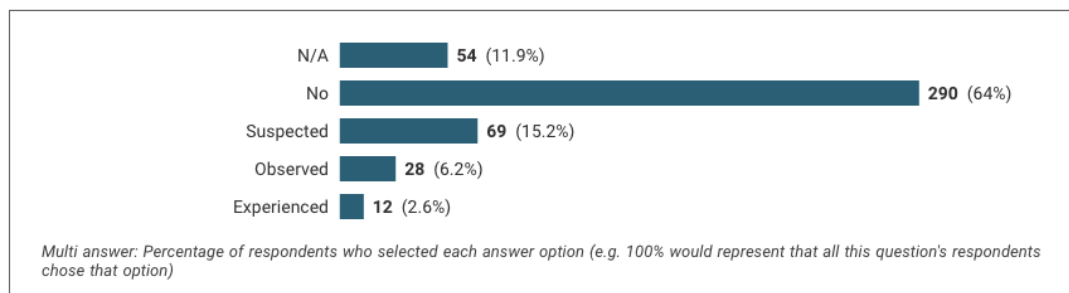
6.5 Assessment modes



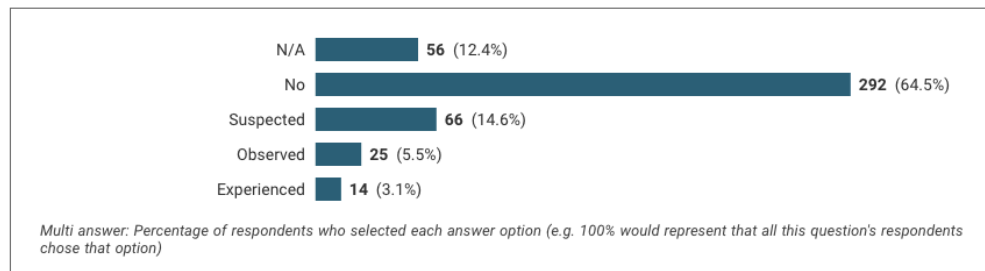
6.6 UG results



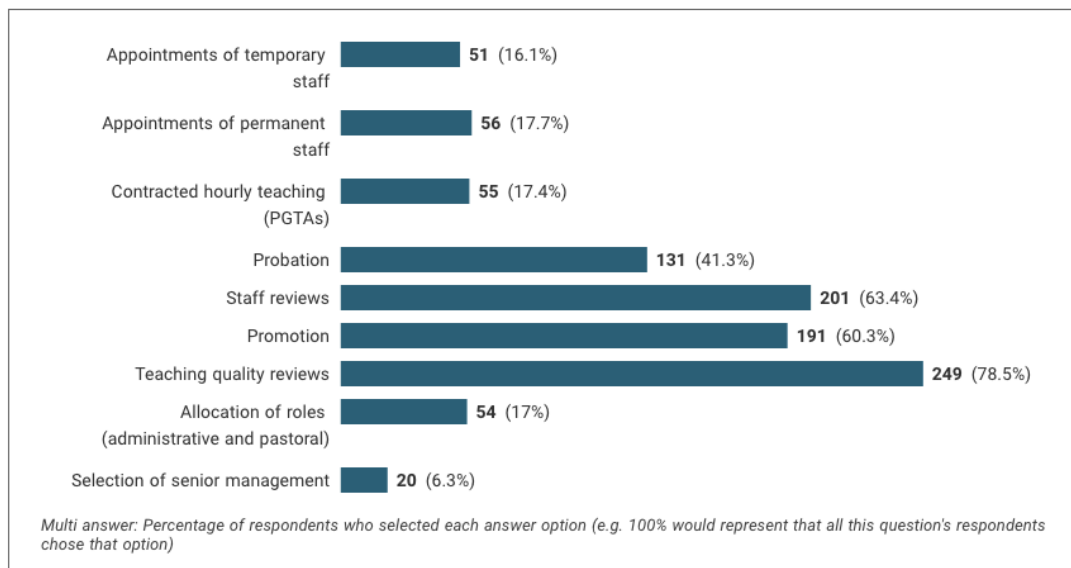
6.7 PGT results



6.8 PGR results

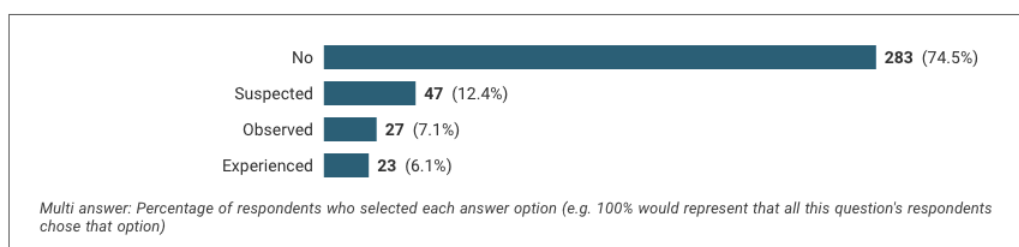


7 In your institution, do your student satisfaction surveys feed into any of the following processes?

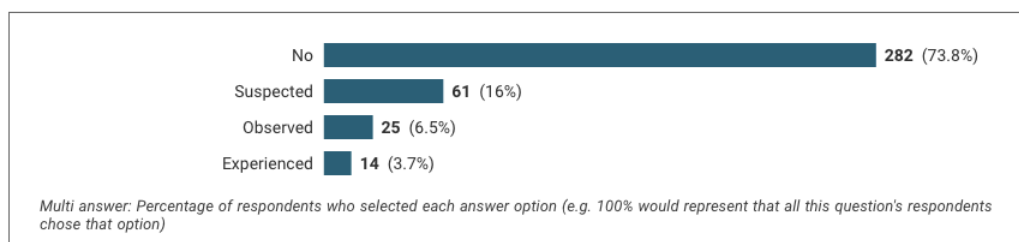


8 Did you perceive gender inequality in your institution's submission to REF 2014?

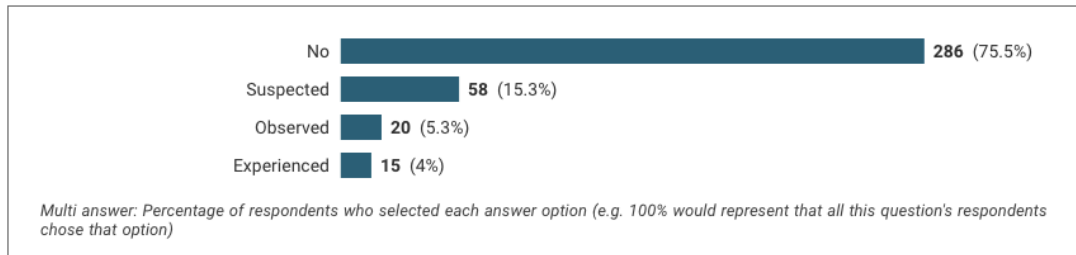
8.1 In allocation of work for the submission



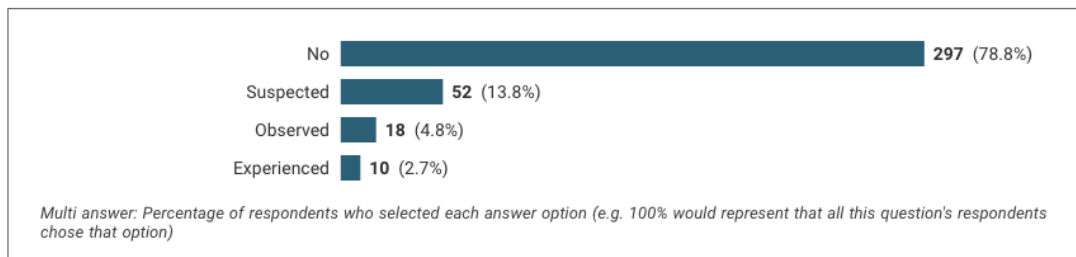
8.2 In selection of staff to be submitted



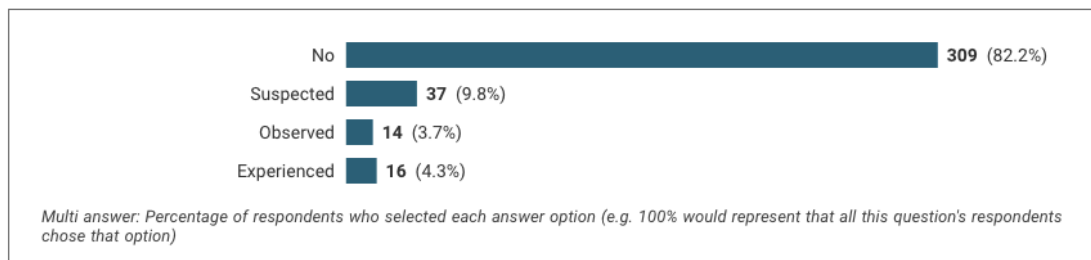
8.3 In selection of outputs to be submitted



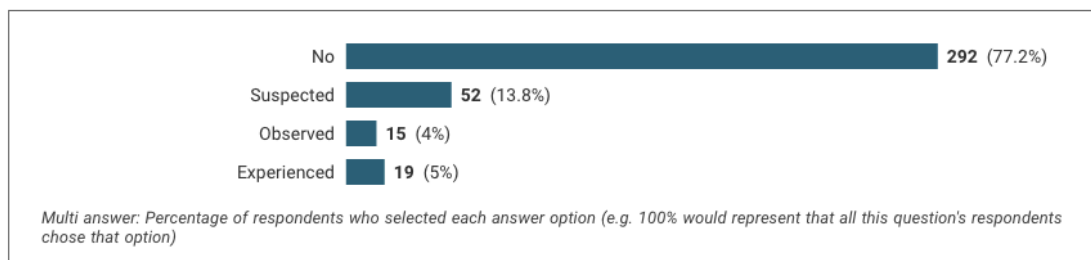
8.4 In selection of Impact case studies



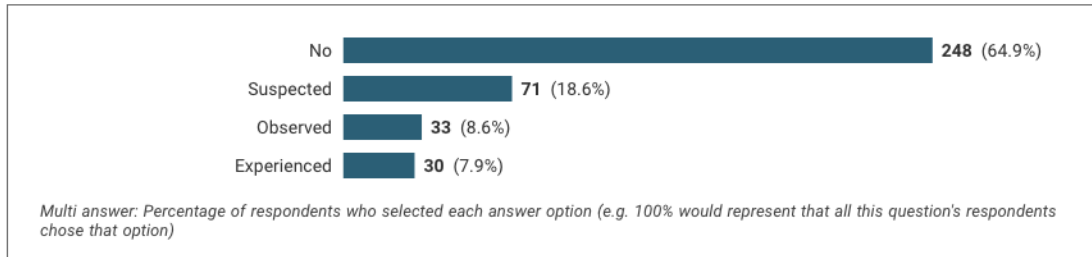
8.5 In notifying of staff of submission decisions



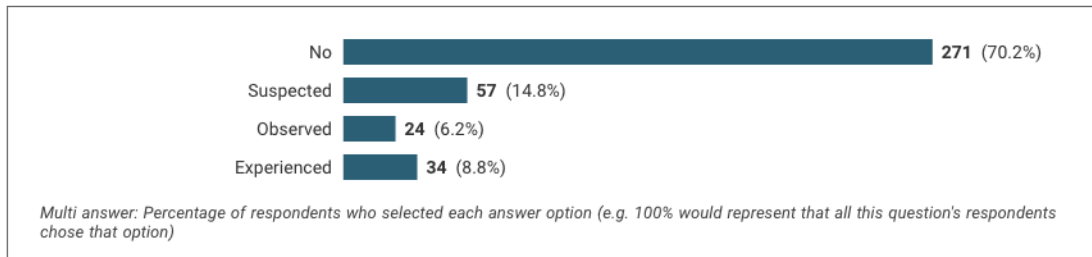
8.6 In dry-run assessment processes



8.7 In participation in decision-making

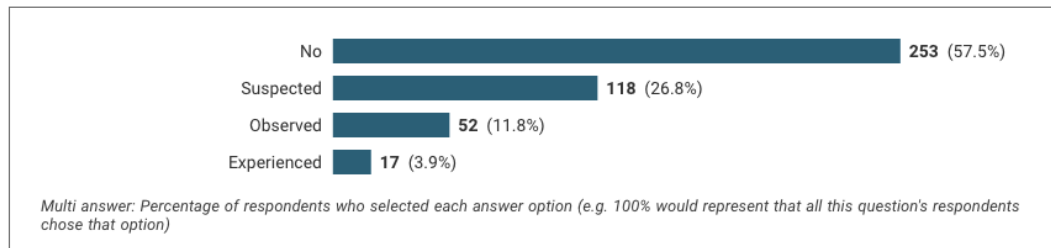


8.8 In preparations for REF 2020

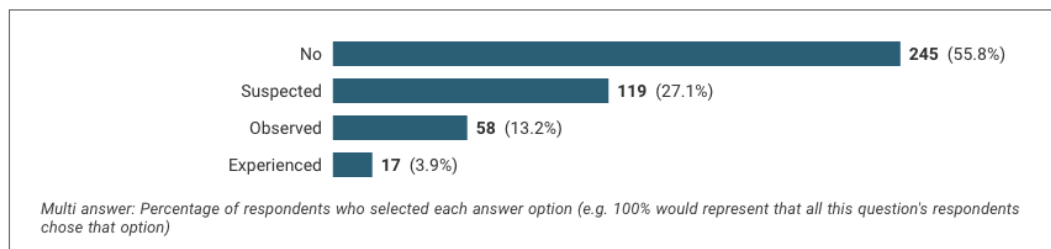


9 Across the historical profession: Over the last five years, have you perceived gender inequality in the following activities?

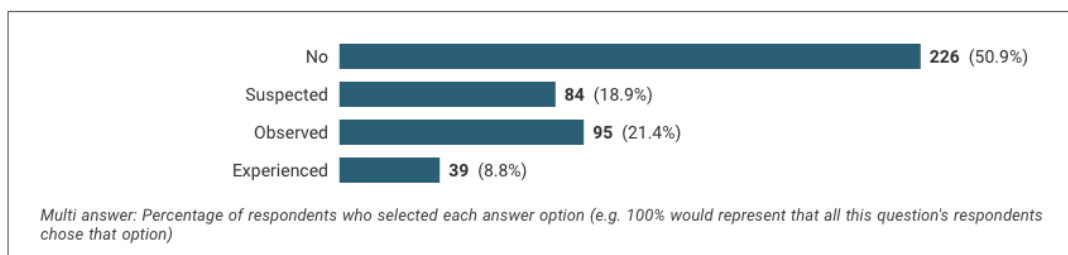
9.1 Editorship of Journals



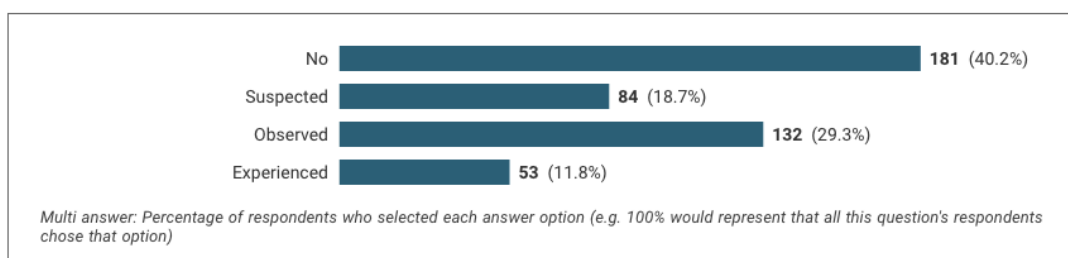
9.2 Appointments to Editorial Boards



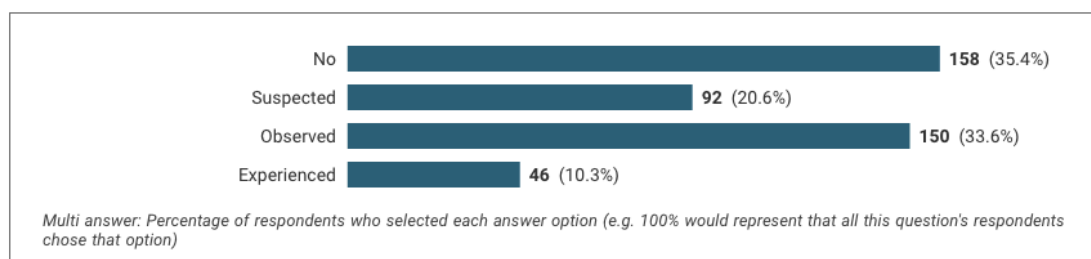
9.3 Seminar programmes



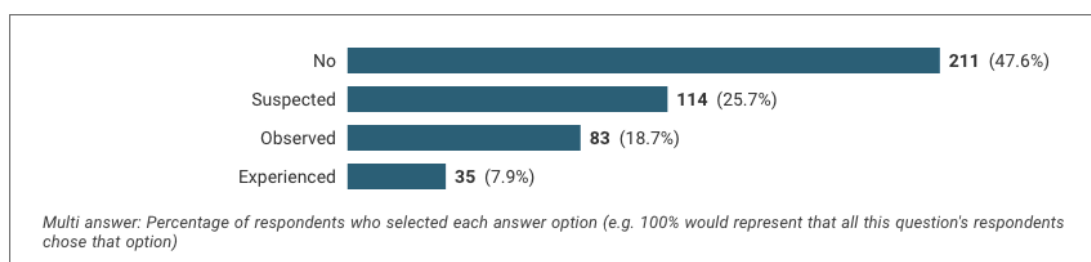
9.4 Conference programmes



9.5 Keynote lectures

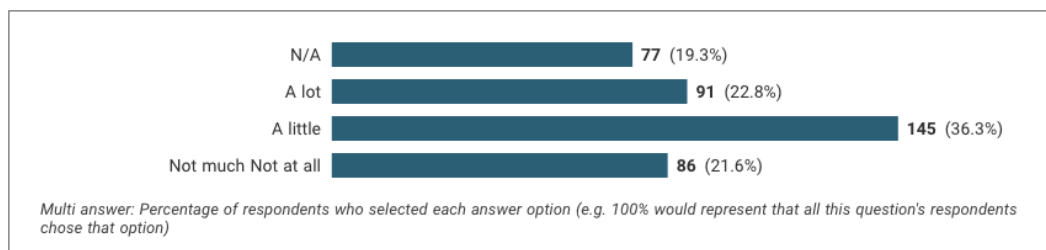


9.6 Learned societies

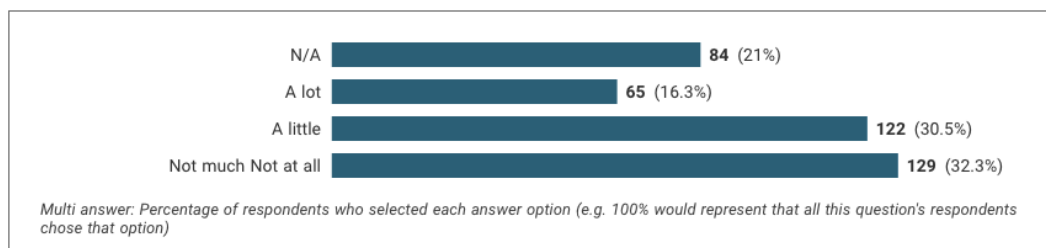


10 If your unit is applying/has applied for Athena SWAN (or Gender Equality Challenge Mark, 'GEM') recognition, has it led to:

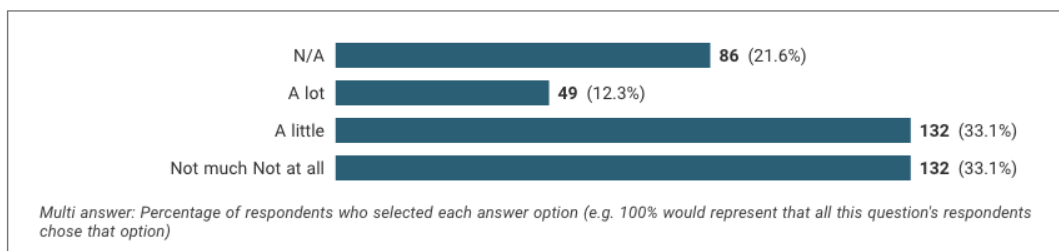
10.1 Greater awareness of inequalities



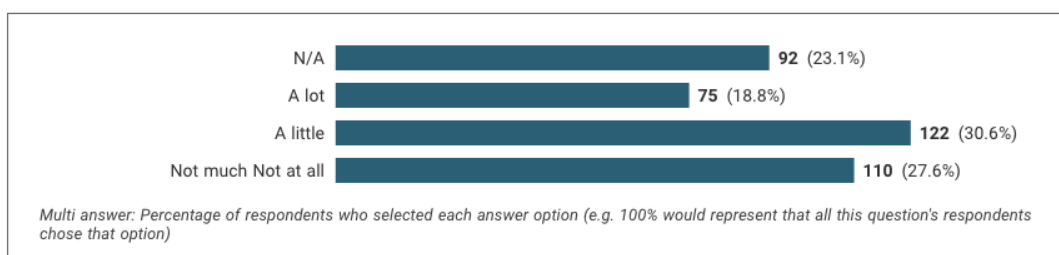
10.2 Improvement in management attitudes



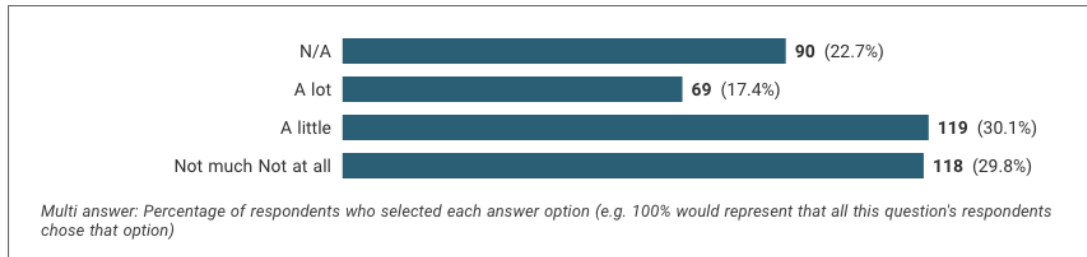
10.3 Improvement in colleagues' attitudes



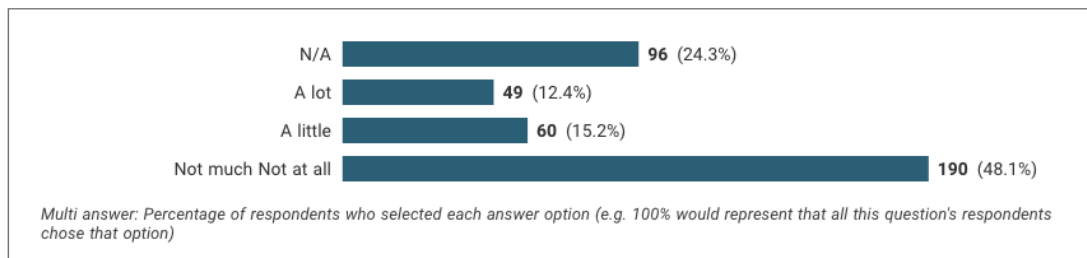
10.4 New policies to promote gender equalities



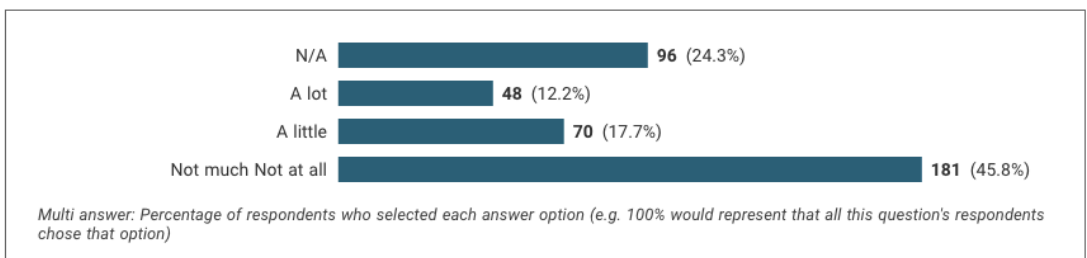
10.5 Improved implementation of existing policies



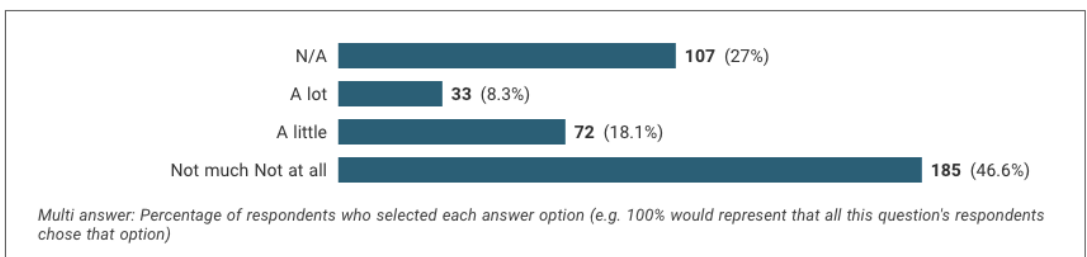
10.6 Improved policies on workload allocation



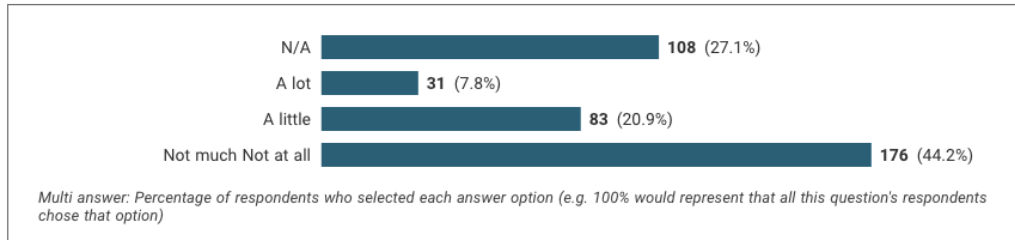
10.7 Improved policies on allocation of roles



10.8 Improved teaching/learning models

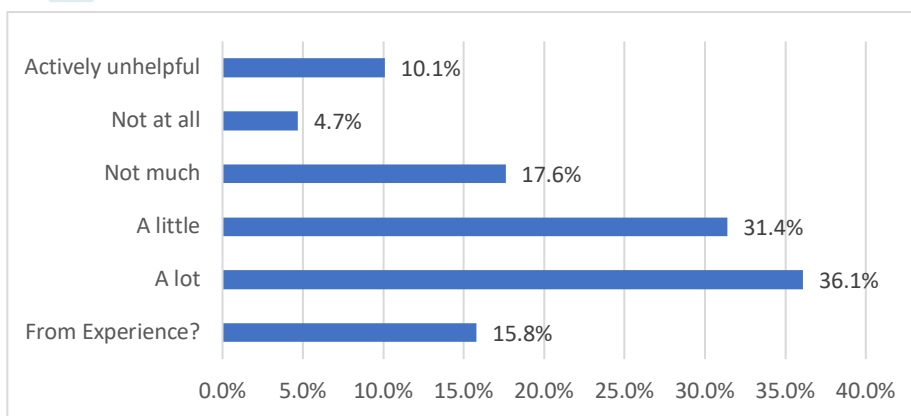


10.9 Revisions to the curriculum

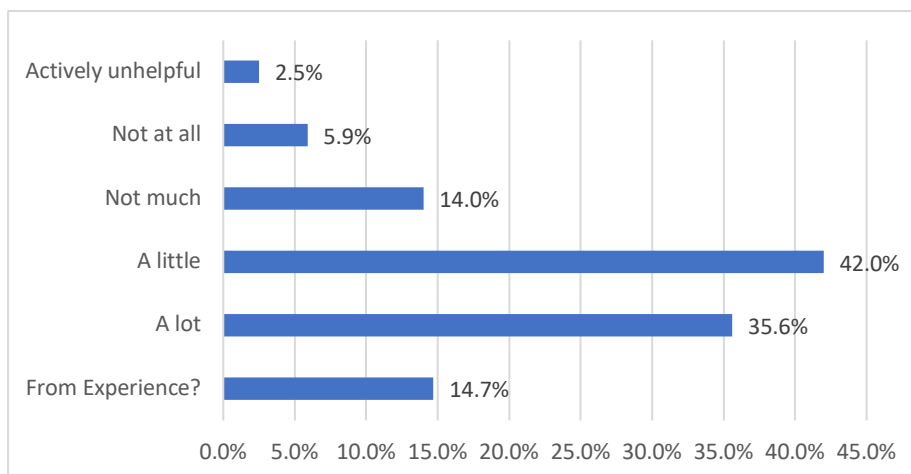


11 In your view, do the following help to tackle gender equalities? Please indicate first if your answers are based on direct experience of these policies/practices.

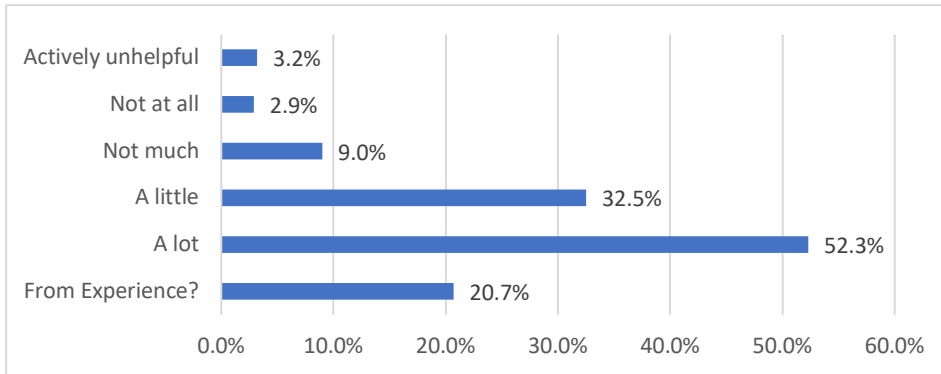
11.1 Affirmative action



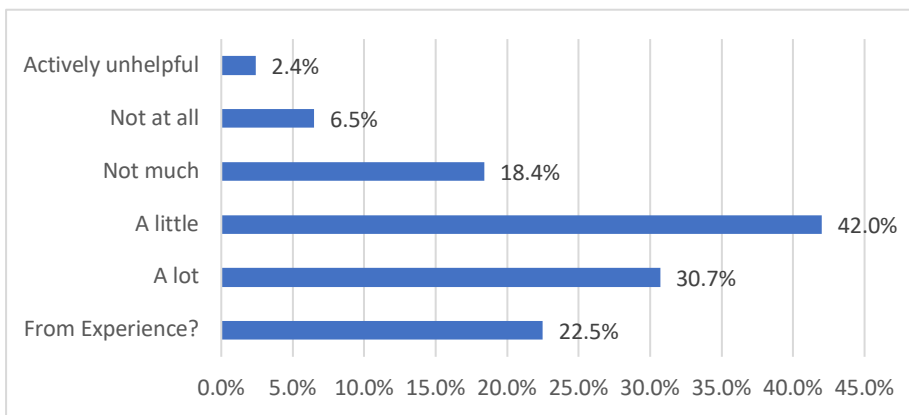
11.2 Gender-aware advertisement of all opportunities



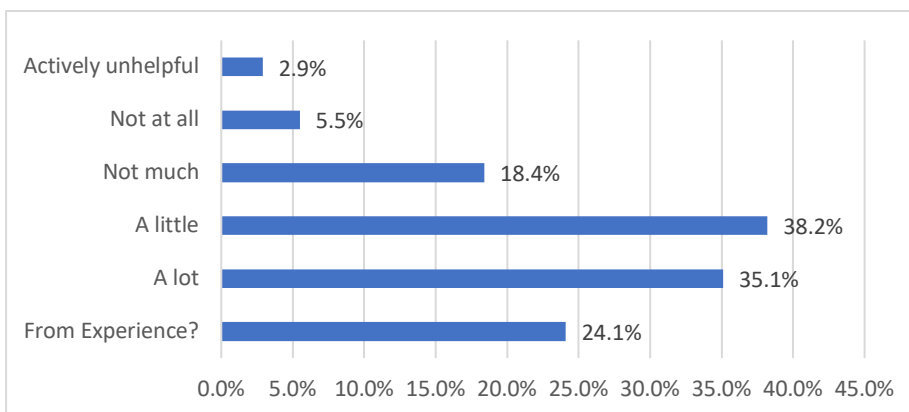
11.3 Gender-aware recruitment & selection



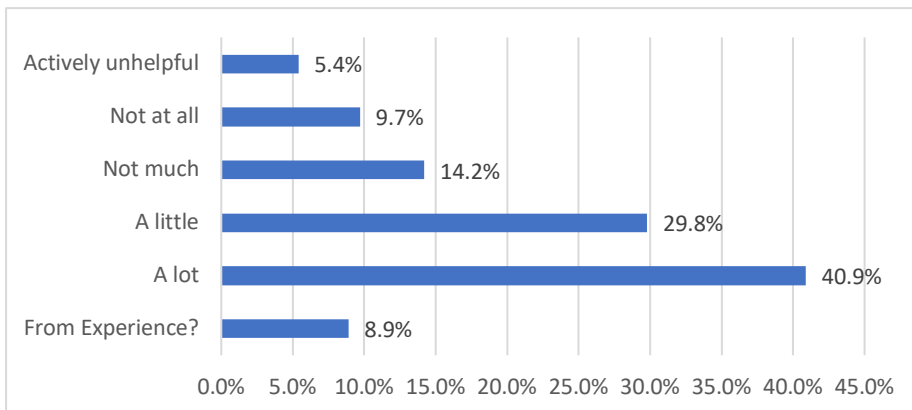
11.4 Training in equalities legislation and best practice



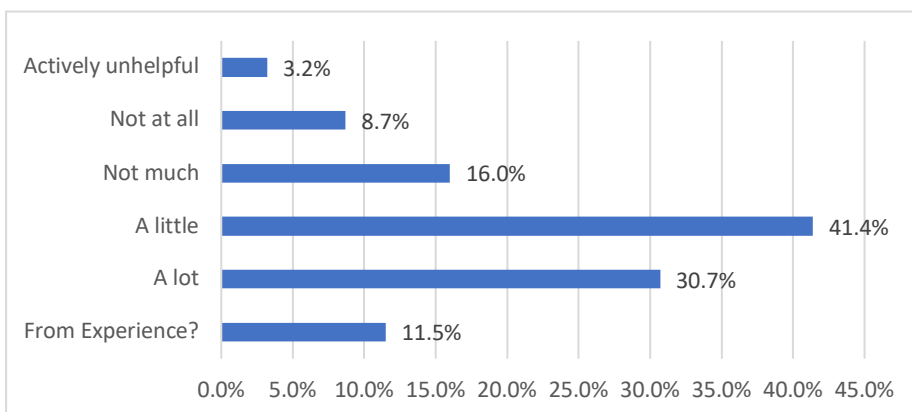
11.5 Training in invisible bias



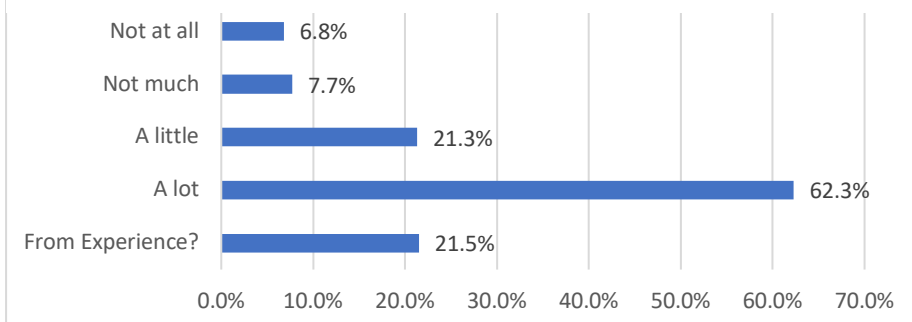
11.6 Anonymised shortlisting



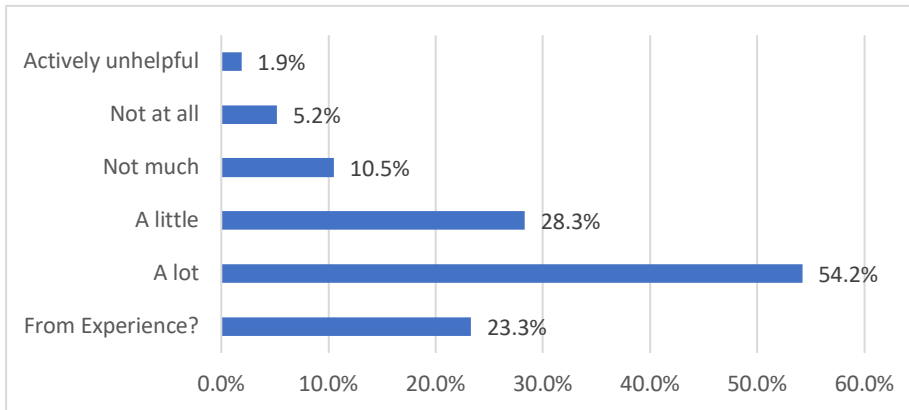
11.7 Gender-neutral language



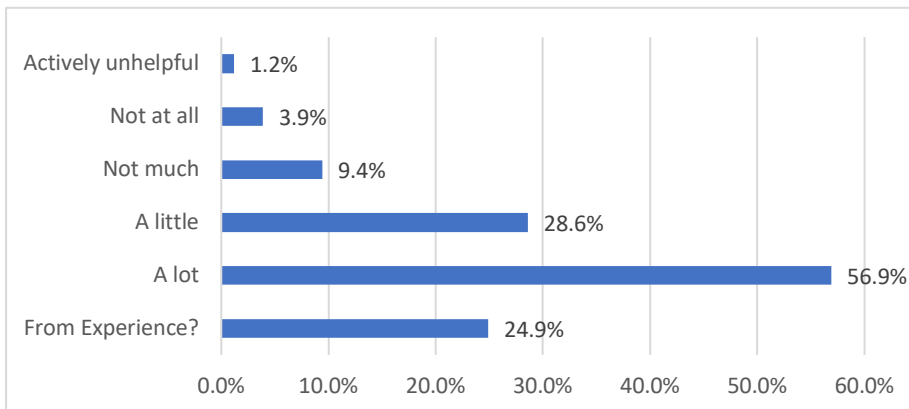
11.8 Transparent workload allocation



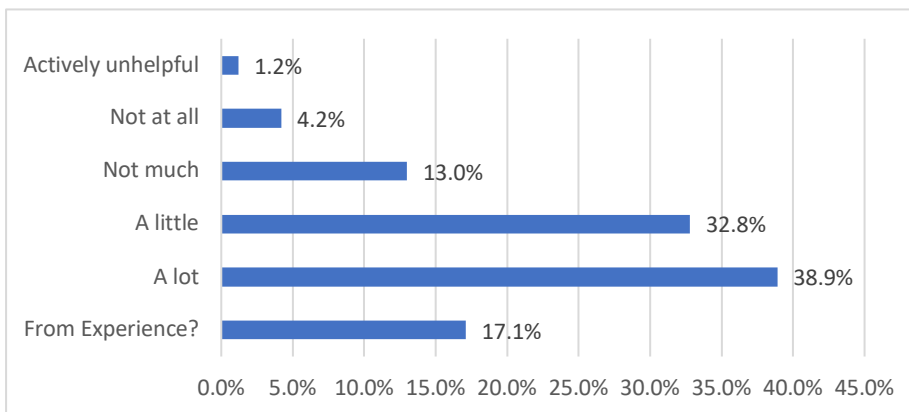
11.9 Holding meetings between 9 to 5



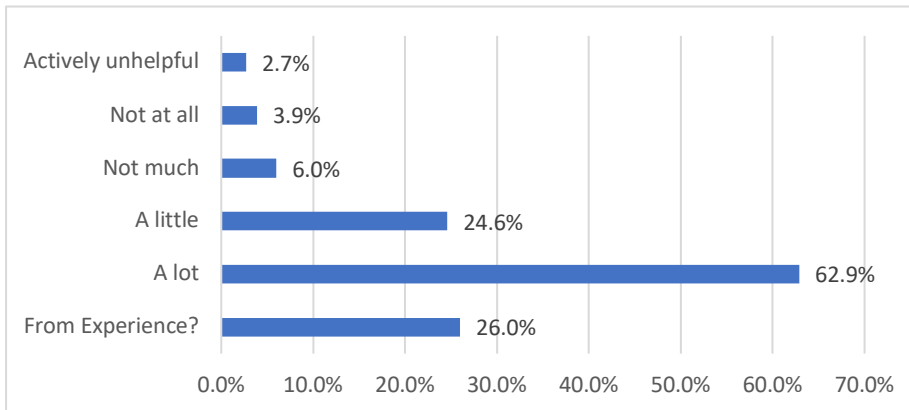
11.10 Mentoring of new staff



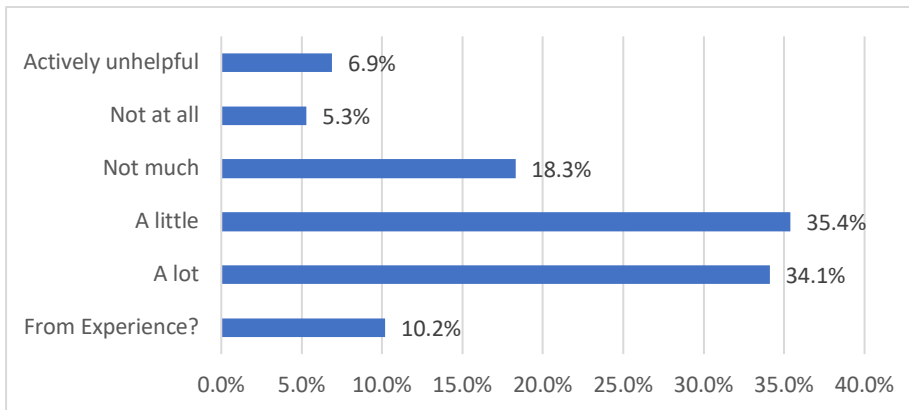
11.11 Mentoring of all staff



11.12 Promotion of female role models

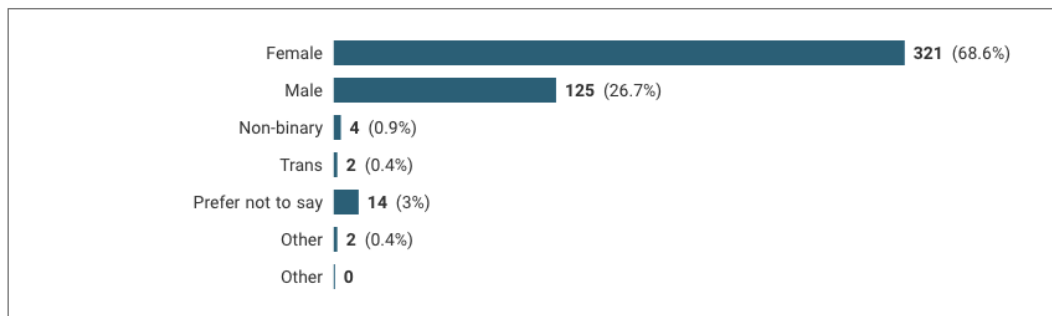


11.13 Equalities Champions on all decision-making bodies



12 Is there anything else you would like to draw to the Working Party's attention?

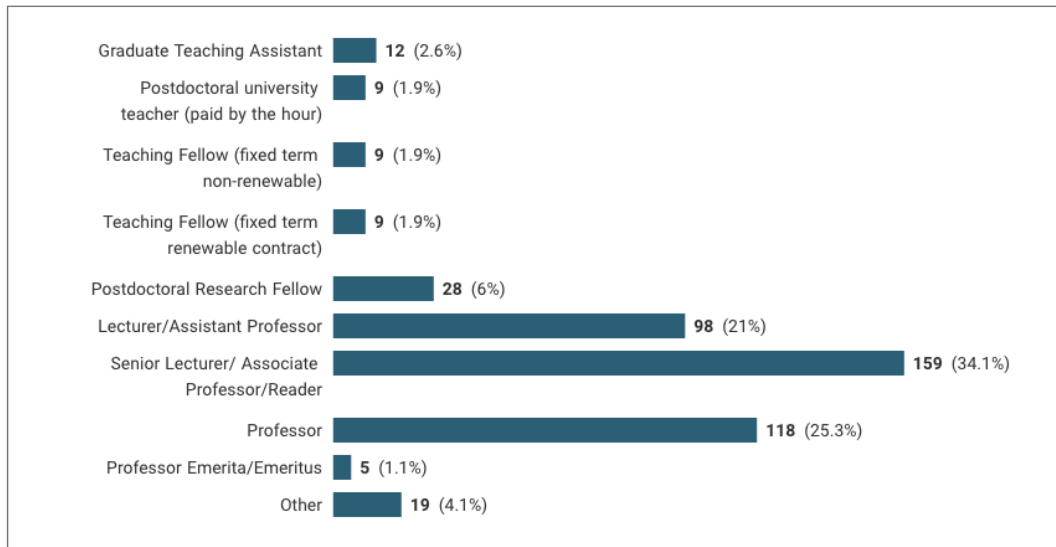
13 What is your gender?



13.a If you selected Other, please specify:

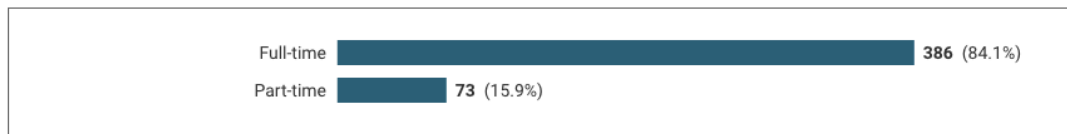
No responses

14 What is your current academic career level?

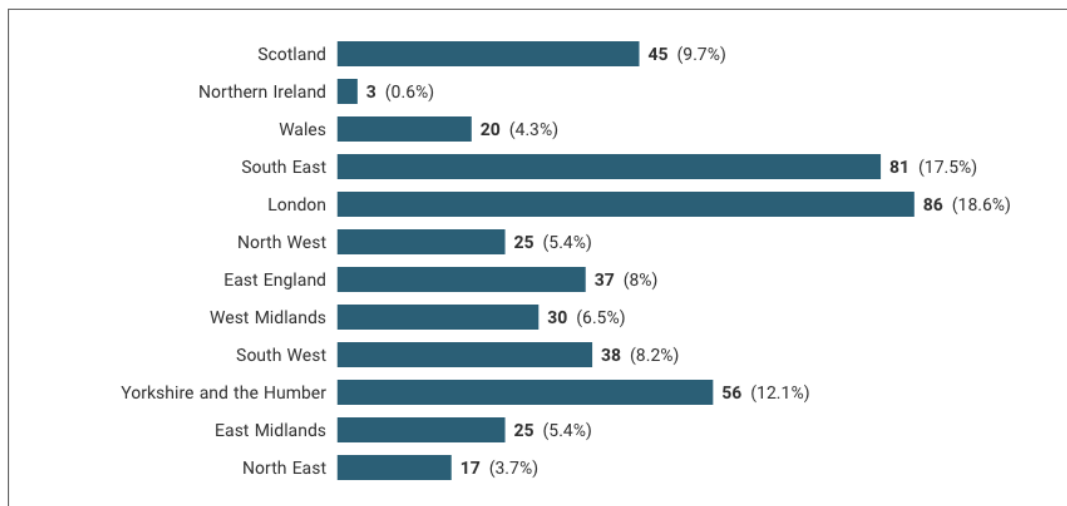


14.a If you selected Other, please specify:

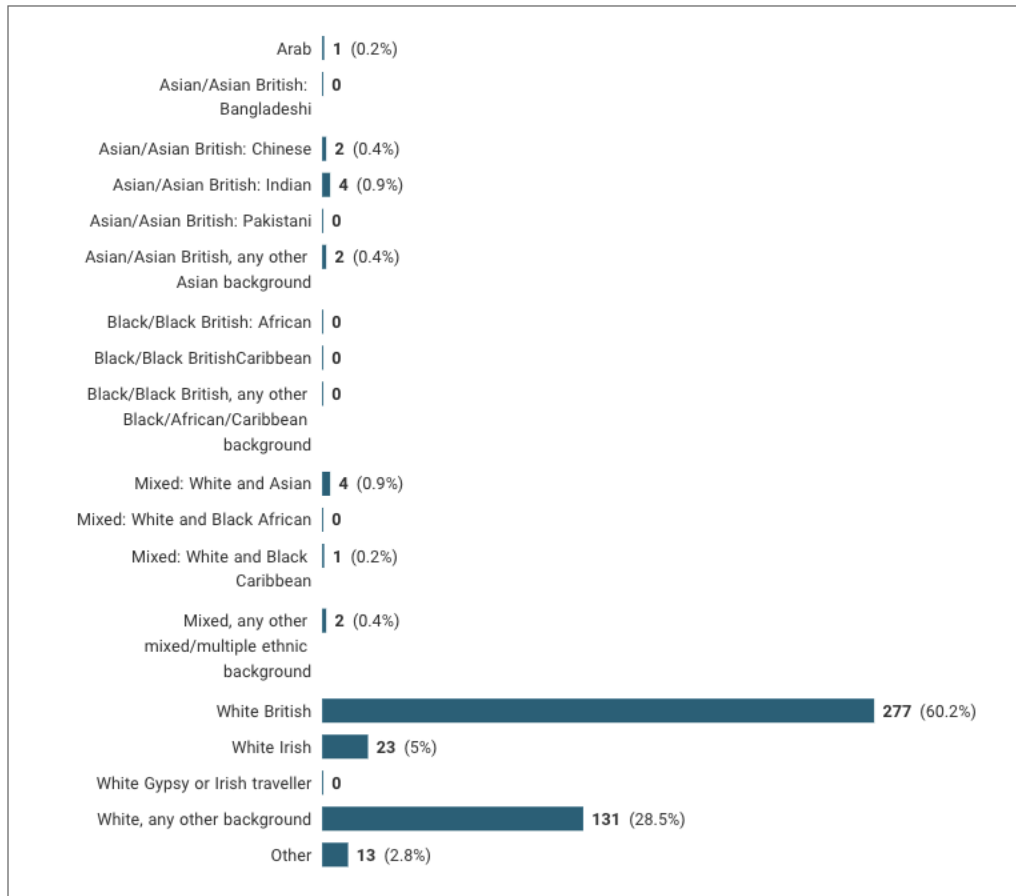
15 What is your mode of work?



16 Where is your place of work/study?



17 Please choose the option that best describes your ethnic background. The categories used here are taken from the UK 2011 census.



17.a If you selected Other, please specify:

18 The Equality Act 2010 describes a person with a disability as someone who has a physical or mental impairment that has a substantial and long-term adverse effect on his or her ability to carry out normal day-to-day activities. Do you consider yourself to have a disability?

