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:

- A College of Further Education: 3 (0.6%)
- A pre-1992 University: 356 (76.9%)
- A post-1992 University: 104 (22.5%)

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

- No fixed requirements so long as job gets done: 326 (70.1%)
- Fixed hours at your institution: 73 (15.7%)
- Fixed days at your institution: 35 (7.5%)
- Fixed periods of the year at your institution: 68 (14.6%)
- To be available on email outside of normal working hours: 81 (17.4%)
- Specified response times on emails: 99 (21.3%)
- Other: 31 (6.7%)

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

3. What work-space is provided for you?

- Own office: 314 (68.7%)
- Shared office: 114 (24.9%)
- Open-plan office: 14 (3.1%)
- Hot-desking: 15 (3.3%)

4. In your institution, are policies on the following

4.1 Gender equality monitoring

- Written and fully implemented: 72 (15.7%)
- Written and partly implemented: 122 (26.5%)
- Written but hardly implemented: 58 (12.6%)
- No written policy: 30 (6.5%)
- Don’t know: 178 (38.7%)

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question’s respondents chose that option)
4.2 Gender-aware recruitment and selection

- Written and fully implemented: 99 (21.6%)
- Written and partly implemented: 113 (24.7%)
- Written but hardly implemented: 57 (12.4%)
- No written policy: 35 (7.6%)
- Don't know: 154 (33.6%)

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

4.3 Mandatory training in equalities legislation and good practice

- Written and fully implemented: 130 (28.4%)
- Written and partly implemented: 95 (20.8%)
- Written but hardly implemented: 50 (10.9%)
- No written policy: 66 (14.4%)
- Don't know: 116 (25.4%)

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

4.4 Recommended training in equalities legislation and good practice

- Written and fully implemented: 89 (20%)
- Written and partly implemented: 109 (24.5%)
- Written but hardly implemented: 55 (12.4%)
- No written policy: 40 (9%)
- Don't know: 152 (34.2%)

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

4.5 Mandatory training in invisible bias

- Written and fully implemented: 72 (16%)
- Written and partly implemented: 70 (15.6%)
- Written but hardly implemented: 38 (8.4%)
- No written policy: 134 (29.8%)
- Don't know: 136 (30.2%)

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question’s respondents chose that option)
4.6 Recommended training in invisible bias

- Written and fully implemented: 66 (14.9%)
- Written and partly implemented: 88 (19.8%)
- Written but hardly implemented: 43 (9.7%)
- No written policy: 90 (20.3%)
- Don't know: 157 (35.4%)

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

4.7 Anonymised shortlisting

- Written and fully implemented: 36 (7.9%)
- Written and partly implemented: 15 (3.3%)
- Written but hardly implemented: 6 (1.3%)
- No written policy: 244 (53.9%)
- Don't know: 152 (33.6%)

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

4.8 Gender-aware promotion

- Written and fully implemented: 49 (10.7%)
- Written and partly implemented: 58 (12.7%)
- Written but hardly implemented: 33 (7.2%)
- No written policy: 133 (29.2%)
- Don't know: 183 (40.3%)

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

4.9 Gender-neutral language in all documents

- Written and fully implemented: 77 (16.9%)
- Written and partly implemented: 50 (11%)
- Written but hardly implemented: 23 (5.1%)
- No written policy: 146 (32.1%)
- Don't know: 159 (34.9%)

Multi answers: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)
### 4.10 Equality Act 2010

<table>
<thead>
<tr>
<th>Response</th>
<th>Count (Percentage)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Written and fully implemented</td>
<td>117 (23.9%)</td>
</tr>
<tr>
<td>Written and partly implemented</td>
<td>67 (14.9%)</td>
</tr>
<tr>
<td>Written but hardly implemented</td>
<td>34 (7.5%)</td>
</tr>
<tr>
<td>No written policy</td>
<td>7 (1.6%)</td>
</tr>
<tr>
<td>Don't know</td>
<td>226 (50.1%)</td>
</tr>
</tbody>
</table>

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

### 4.11 Addressing instances of discrimination

<table>
<thead>
<tr>
<th>Response</th>
<th>Count (Percentage)</th>
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<tbody>
<tr>
<td>Written and fully implemented</td>
<td>84 (18.6%)</td>
</tr>
<tr>
<td>Written and partly implemented</td>
<td>99 (21.9%)</td>
</tr>
<tr>
<td>Written but hardly implemented</td>
<td>78 (17.9%)</td>
</tr>
<tr>
<td>No written policy</td>
<td>26 (5.8%)</td>
</tr>
<tr>
<td>Don't know</td>
<td>165 (36.5%)</td>
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</tbody>
</table>

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

### 4.12 Sexual harassment

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<thead>
<tr>
<th>Response</th>
<th>Count (Percentage)</th>
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<tbody>
<tr>
<td>Written and fully implemented</td>
<td>114 (25.1%)</td>
</tr>
<tr>
<td>Written and partly implemented</td>
<td>114 (25.1%)</td>
</tr>
<tr>
<td>Written but hardly implemented</td>
<td>72 (15.8%)</td>
</tr>
<tr>
<td>No written policy</td>
<td>15 (3.3%)</td>
</tr>
<tr>
<td>Don't know</td>
<td>140 (30.8%)</td>
</tr>
</tbody>
</table>

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

### 4.13 Bullying and intimidation

<table>
<thead>
<tr>
<th>Response</th>
<th>Count (Percentage)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Written and fully implemented</td>
<td>97 (21.5%)</td>
</tr>
<tr>
<td>Written and partly implemented</td>
<td>101 (22.3%)</td>
</tr>
<tr>
<td>Written but hardly implemented</td>
<td>102 (22.6%)</td>
</tr>
<tr>
<td>No written policy</td>
<td>21 (4.6%)</td>
</tr>
<tr>
<td>Don't know</td>
<td>131 (29%)</td>
</tr>
</tbody>
</table>

*Multi answer: Percentage of respondents who selected each answer option (e.g., 100% would represent that all this question’s respondents chose that option)*
4.14 Maternity leave

- Written and fully implemented: 304 (66.7%)
- Written and partly implemented: 77 (16.5%)
- Written but hardly implemented: 11 (2.4%)
- No written policy: 3 (0.7%)
- Don’t know: 61 (13.4%)

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

4.15 Paternity leave

- Written and fully implemented: 232 (50.8%)
- Written and partly implemented: 81 (17.7%)
- Written but hardly implemented: 24 (5.3%)
- No written policy: 4 (0.9%)
- Don’t know: 116 (25.4%)

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

4.16 Adoption leave

- Written and fully implemented: 183 (40.3%)
- Written and partly implemented: 57 (12.6%)
- Written but hardly implemented: 12 (2.6%)
- No written policy: 5 (1.1%)
- Don’t know: 197 (43.4%)

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

4.17 Accommodation of caring responsibilities by management

- Written and fully implemented: 80 (17.8%)
- Written and partly implemented: 110 (24.4%)
- Written but hardly implemented: 55 (12.2%)
- No written policy: 40 (9.9%)
- Don’t know: 165 (36.7%)

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question’s respondents chose that option)
4.18 Accommodation of caring responsibilities by colleagues

- Written and fully implemented: 70 (15.6%)
- Written and partly implemented: 92 (20.5%)
- Written but hardly implemented: 38 (8.5%)
- No written policy: 71 (15.8%)
- Don’t know: 178 (39.6%)

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

4.19 Sabbatical leave – automatic regular entitlement

- Written and fully implemented: 154 (34.4%)
- Written and partly implemented: 64 (14.3%)
- Written but hardly implemented: 22 (4.9%)
- No written policy: 132 (29.5%)
- Don’t know: 76 (17%)

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

4.20 Sabbatical leave – if raise funds/on competitive basis

- Written and fully implemented: 138 (32.7%)
- Written and partly implemented: 70 (16.6%)
- Written but hardly implemented: 23 (5.5%)
- No written policy: 70 (16.6%)
- Don’t know: 121 (28.7%)

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

4.21 Sabbatical leave after maternity leave

- Written and fully implemented: 58 (13.1%)
- Written and partly implemented: 24 (5.4%)
- Written but hardly implemented: 10 (2.3%)
- No written policy: 128 (28.9%)
- Don’t know: 223 (50.3%)

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question’s respondents chose that option)
### 4.22 Mentoring of new staff

<table>
<thead>
<tr>
<th>Option</th>
<th>Percentage</th>
<th>Count</th>
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</thead>
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<td>Written and partly implemented</td>
<td>24.8%</td>
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</tr>
<tr>
<td>Written but hardly implemented</td>
<td>18.5%</td>
<td>84</td>
</tr>
<tr>
<td>No written policy</td>
<td>7.9%</td>
<td>36</td>
</tr>
<tr>
<td>Don't know</td>
<td>11.6%</td>
<td>53</td>
</tr>
</tbody>
</table>

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

### 4.23 Guidance and support during probation

<table>
<thead>
<tr>
<th>Option</th>
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<tbody>
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<tr>
<td>Written and partly implemented</td>
<td>24.5%</td>
<td>111</td>
</tr>
<tr>
<td>Written but hardly implemented</td>
<td>19.6%</td>
<td>89</td>
</tr>
<tr>
<td>No written policy</td>
<td>7.3%</td>
<td>33</td>
</tr>
<tr>
<td>Don't know</td>
<td>14.6%</td>
<td>66</td>
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Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

### 4.24 Mentoring of all staff

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<td>Written and partly implemented</td>
<td>17.5%</td>
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</tr>
<tr>
<td>Written but hardly implemented</td>
<td>20.1%</td>
<td>91</td>
</tr>
<tr>
<td>No written policy</td>
<td>24.6%</td>
<td>111</td>
</tr>
<tr>
<td>Don't know</td>
<td>19.5%</td>
<td>88</td>
</tr>
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</table>

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

### 4.25 Allocation of workload

<table>
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<th>Option</th>
<th>Percentage</th>
<th>Count</th>
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<tbody>
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<td>Written and fully implemented</td>
<td>27.9%</td>
<td>126</td>
</tr>
<tr>
<td>Written and partly implemented</td>
<td>23.5%</td>
<td>106</td>
</tr>
<tr>
<td>Written but hardly implemented</td>
<td>19.5%</td>
<td>88</td>
</tr>
<tr>
<td>No written policy</td>
<td>17.3%</td>
<td>78</td>
</tr>
<tr>
<td>Don't know</td>
<td>11.9%</td>
<td>54</td>
</tr>
</tbody>
</table>

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)
Has your own working life over the last five years been adversely affected by any of the following?

5.1 Sexual harassment

- Not at all: 351 (76.3%)
- Not much: 42 (9.1%)
- A little: 51 (11.1%)
- A lot: 16 (3.5%)

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

Not at all: 226 (49%)
Not much: 57 (12.4%)
A little: 112 (24.3%)
A lot: 66 (14.3%)

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

Not at all: 228 (49.6%)
Not much: 65 (14.1%)
A little: 113 (24.6%)
A lot: 54 (11.7%)

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

Not at all: 187 (41%)
Not much: 91 (20%)
A little: 118 (25.5%)
A lot: 66 (13.2%)

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

Not at all: 15 (3.2%)
Not much: 24 (5.2%)
A little: 114 (24.7%)
A lot: 309 (66.9%)

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

- Not at all: 13 (2.8%)
- Not much: 21 (4.5%)
- A little: 80 (17.3%)
- A lot: 348 (75.3%)

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

5.7 Having to give up annual leave to do your job

- Not at all: 96 (21.1%)
- Not much: 44 (9.6%)
- A little: 101 (22.1%)
- A lot: 215 (47.1%)

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

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

- Not at all: 52 (11.5%)
- Not much: 32 (7.1%)
- A little: 64 (14.1%)
- A lot: 305 (67.3%)

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

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

- Not at all: 391 (89.7%)
- Not much: 11 (2.5%)
- A little: 13 (3%)
- A lot: 21 (4.8%)

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question’s respondents chose that option)
5.10 A heavy burden of committee work

Not at all: 72 (15.7%)
Not much: 102 (22.3%)
A little: 112 (24.5%)
A lot: 208 (45.4%)

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

5.11 Excessive expectations from management

Not at all: 104 (22.8%)
Not much: 102 (22.3%)
A little: 112 (24.5%)
A lot: 139 (30.4%)

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

5.12 Peer pressure from colleagues

Not at all: 123 (26.9%)
Not much: 126 (27.6%)
A little: 132 (28.9%)
A lot: 76 (16.6%)

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

5.13 Restructuring of your unit

Not at all: 224 (49.4%)
Not much: 59 (13%)
A little: 70 (15.5%)
A lot: 100 (22.1%)

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question’s respondents chose that option)
5.14 Pigeon-holing into certain roles

- Not at all: 135 (29.9%)
- Not much: 88 (19.5%)
- A little: 123 (27.3%)
- A lot: 105 (23.3%)

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

5.15 Getting stuck in certain roles

- Not at all: 152 (33.7%)
- Not much: 76 (16.9%)
- A little: 116 (25.7%)
- A lot: 107 (23.7%)

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

5.16 Being overlooked for promotion

- Not at all: 216 (48.6%)
- Not much: 57 (12.8%)
- A little: 71 (16%)
- A lot: 100 (22.5%)

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

5.17 Lack of guidance on applying for promotion

- Not at all: 193 (43%)
- Not much: 62 (13.8%)
- A little: 89 (19.8%)
- A lot: 105 (23.4%)

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)
5.18 Lack of constructive feedback if promotion refused

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<th>Option</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>Not at all</td>
<td>303 (69.5%)</td>
</tr>
<tr>
<td>Not much</td>
<td>31 (7.1%)</td>
</tr>
<tr>
<td>A little</td>
<td>39 (8.9%)</td>
</tr>
<tr>
<td>A lot</td>
<td>63 (14.4%)</td>
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Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question’s respondents chose that option)

5.19 Restriction of opportunities to participate in decision-making

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<th>Option</th>
<th>Percentage</th>
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<tr>
<td>Not at all</td>
<td>142 (31.6%)</td>
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<tr>
<td>Not much</td>
<td>74 (16.4%)</td>
</tr>
<tr>
<td>A little</td>
<td>107 (23.8%)</td>
</tr>
<tr>
<td>A lot</td>
<td>127 (28.2%)</td>
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Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question’s respondents chose that option)

5.20 Restriction of opportunities to participate in informal dept. life

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</thead>
<tbody>
<tr>
<td>Not at all</td>
<td>213 (47.5%)</td>
</tr>
<tr>
<td>Not much</td>
<td>80 (17.9%)</td>
</tr>
<tr>
<td>A little</td>
<td>86 (19.2%)</td>
</tr>
<tr>
<td>A lot</td>
<td>69 (15.4%)</td>
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</table>

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

5.21 Timing of meetings

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<th>Option</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>Not at all</td>
<td>202 (45%)</td>
</tr>
<tr>
<td>Not much</td>
<td>102 (22.7%)</td>
</tr>
<tr>
<td>A little</td>
<td>95 (21.2%)</td>
</tr>
<tr>
<td>A lot</td>
<td>50 (11.1%)</td>
</tr>
</tbody>
</table>

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

Not at all: 188 (41.8%)
Not much: 101 (22.4%)
A little: 102 (22.7%)
A lot: 59 (13.1%)

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

5.23 Silencing of your views

Not at all: 202 (44.5%)
Not much: 95 (20.9%)
A little: 82 (18.1%)
A lot: 75 (16.5%)

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

5.24 Timing of seminars

Not at all: 214 (47.6%)
Not much: 85 (18.9%)
A little: 80 (17.8%)
A lot: 71 (15.8%)

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

5.25 Lack of mentors

Not at all: 170 (37.2%)
Not much: 89 (19.5%)
A little: 107 (23.4%)
A lot: 91 (19.9%)

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

Not at all 180 (39.9%)
Not much 83 (18.4%)
A little 96 (22%)
A lot 89 (19.7%)

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 Do you perceive gender inequality in any of the following?

6.1 Curriculum management

N/A 31 (6.7%)
No 240 (52.2%)
Suspected 94 (20.4%)
Observed 45 (9.8%)
Experienced 50 (10.9%)

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

6.2 Curriculum content

N/A 19 (4.1%)
No 221 (48.3%)
Suspected 79 (17.2%)
Observed 72 (15.7%)
Experienced 67 (14.6%)

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

6.3 Teaching practices

N/A 15 (3.3%)
No 213 (46.8%)
Suspected 115 (25.3%)
Observed 53 (11.6%)
Experienced 59 (13%)

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

![PGR results chart]

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

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

- Appointments of temporary staff: 51 (16.1%)
- Appointments of permanent staff: 56 (17.7%)
- Contracted hourly teaching (PGTAs): 55 (17.4%)
- Probation: 131 (41.3%)
- Staff reviews: 201 (63.4%)
- Promotion: 191 (60.3%)
- Teaching quality reviews: 249 (78.5%)
- Allocation of roles (administrative and pastoral): 54 (17%)
- Selection of senior management: 20 (6.3%)

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

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

8.1 In allocation of work for the submission

- No: 283 (74.5%)
- Suspected: 47 (12.4%)
- Observed: 27 (7.1%)
- Experienced: 23 (6.1%)

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

8.2 In selection of staff to be submitted

- No: 282 (73.8%)
- Suspected: 61 (16%)
- Observed: 25 (6.5%)
- Experienced: 14 (3.7%)

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question’s respondents chose that option)
8.3 In selection of outputs to be submitted

- No: 286 (75.5%)
- Suspected: 58 (15.3%)
- Observed: 20 (5.3%)
- Experienced: 15 (4%)

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

8.4 In selection of impact case studies

- No: 297 (78.8%)
- Suspected: 52 (13.8%)
- Observed: 18 (4.8%)
- Experienced: 10 (2.7%)

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

8.5 In notifying of staff of submission decisions

- No: 309 (82.2%)
- Suspected: 37 (9.8%)
- Observed: 14 (3.7%)
- Experienced: 16 (4.3%)

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

8.6 In dry-run assessment processes

- No: 292 (77.2%)
- Suspected: 52 (13.8%)
- Observed: 15 (4%)
- Experienced: 19 (5%)

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question’s respondents chose that option)
### 6.7 In participation in decision-making

- **No**: 248 (64.9%)
- **Suspected**: 71 (18.6%)
- **Observed**: 33 (8.6%)
- **Experienced**: 30 (7.9%)

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

### 6.8 In preparations for REF 2020

- **No**: 271 (70.2%)
- **Suspected**: 57 (14.8%)
- **Observed**: 24 (6.2%)
- **Experienced**: 34 (8.8%)

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

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

#### 9.1 Editorship of Journals

- **No**: 253 (57.5%)
- **Suspected**: 118 (26.8%)
- **Observed**: 52 (11.8%)
- **Experienced**: 17 (3.9%)

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

#### 9.2 Appointments to Editorial Boards

- **No**: 245 (55.8%)
- **Suspected**: 119 (27.1%)
- **Observed**: 58 (13.2%)
- **Experienced**: 17 (3.9%)

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

- No: 226 (50.9%)
- Suspected: 84 (18.9%)
- Observed: 95 (21.4%)
- Experienced: 39 (8.8%)

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

9.4 Conference programmes

- No: 181 (40.2%)
- Suspected: 84 (18.7%)
- Observed: 132 (29.3%)
- Experienced: 53 (11.8%)

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

9.5 Keynote lectures

- No: 158 (35.4%)
- Suspected: 92 (20.6%)
- Observed: 150 (33.6%)
- Experienced: 46 (10.3%)

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

9.6 Learned societies

- No: 211 (47.6%)
- Suspected: 114 (25.7%)
- Observed: 83 (18.7%)
- Experienced: 35 (7.9%)

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

<table>
<thead>
<tr>
<th></th>
<th>N/A</th>
<th>A lot</th>
<th>A little</th>
<th>Not much</th>
<th>Not at all</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number</td>
<td>77 (19.3%)</td>
<td>91 (22.8%)</td>
<td>145 (36.3%)</td>
<td>86 (21.6%)</td>
<td></td>
</tr>
</tbody>
</table>

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

10.2 Improvement in management attitudes

<table>
<thead>
<tr>
<th></th>
<th>N/A</th>
<th>A lot</th>
<th>A little</th>
<th>Not much</th>
<th>Not at all</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number</td>
<td>84 (21%)</td>
<td>65 (16.3%)</td>
<td>122 (30.5%)</td>
<td>129 (32.3%)</td>
<td></td>
</tr>
</tbody>
</table>

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

10.3 Improvement in colleagues' attitudes

<table>
<thead>
<tr>
<th></th>
<th>N/A</th>
<th>A lot</th>
<th>A little</th>
<th>Not much</th>
<th>Not at all</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number</td>
<td>86 (21.6%)</td>
<td>49 (12.3%)</td>
<td>132 (33.1%)</td>
<td>132 (33.1%)</td>
<td></td>
</tr>
</tbody>
</table>

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

10.4 New policies to promote gender equalities

<table>
<thead>
<tr>
<th></th>
<th>N/A</th>
<th>A lot</th>
<th>A little</th>
<th>Not much</th>
<th>Not at all</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number</td>
<td>92 (23.1%)</td>
<td>75 (18.8%)</td>
<td>122 (30.5%)</td>
<td>113 (27.6%)</td>
<td></td>
</tr>
</tbody>
</table>

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

- N/A: 90 (22.7%)
- A lot: 69 (17.4%)
- A little: 119 (30.1%)
- Not much Not at all: 118 (29.8%)

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

10.6 Improved policies on workload allocation

- N/A: 96 (24.3%)
- A lot: 49 (12.4%)
- A little: 60 (15.2%)
- Not much Not at all: 190 (48.1%)

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

10.7 Improved policies on allocation of roles

- N/A: 96 (24.3%)
- A lot: 48 (12.2%)
- A little: 70 (17.7%)
- Not much Not at all: 181 (45.8%)

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

10.8 Improved teaching/learning models

- N/A: 107 (27%)
- A lot: 32 (8.3%)
- A little: 72 (18.1%)
- Not much Not at all: 185 (46.6%)

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

From Experience?

N/A: 108 (27.1%)
A lot: 31 (7.8%)
A little: 83 (20.9%)
Not much Not at all: 176 (44.2%)

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

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

Actively unhelpful: 10.1%
Not at all: 4.7%
Not much: 17.6%
A little: 31.4%
A lot: 36.1%
From Experience?: 15.8%

11.2 Gender-aware advertisement of all opportunities

Actively unhelpful: 2.5%
Not at all: 5.9%
Not much: 14.0%
A little: 42.0%
A lot: 35.6%
From Experience?: 14.7%
11.9  Holding meetings between 9 to 5

- Actively unhelpful: 1.9%
- Not at all: 5.2%
- Not much: 10.5%
- A little: 28.3%
- A lot: 54.2%
- From Experience?: 23.3%

11.10  Mentoring of new staff

- Actively unhelpful: 1.2%
- Not at all: 3.9%
- Not much: 9.4%
- A little: 28.6%
- A lot: 56.9%
- From Experience?: 24.9%

11.11  Mentoring of all staff

- Actively unhelpful: 1.2%
- Not at all: 4.2%
- Not much: 13.0%
- A little: 32.8%
- A lot: 38.9%
- From Experience?: 17.1%
11.12 Promotion of female role models

<table>
<thead>
<tr>
<th>Perceived Helpfulness</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Actively unhelpful</td>
<td>2.7%</td>
</tr>
<tr>
<td>Not at all</td>
<td>3.9%</td>
</tr>
<tr>
<td>Not much</td>
<td>6.0%</td>
</tr>
<tr>
<td>A little</td>
<td>24.6%</td>
</tr>
<tr>
<td>A lot</td>
<td>62.9%</td>
</tr>
<tr>
<td>From Experience?</td>
<td>26.0%</td>
</tr>
</tbody>
</table>

11.13 Equalities Champions on all decision-making bodies

<table>
<thead>
<tr>
<th>Perceived Helpfulness</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Actively unhelpful</td>
<td>6.9%</td>
</tr>
<tr>
<td>Not at all</td>
<td>5.3%</td>
</tr>
<tr>
<td>Not much</td>
<td>18.3%</td>
</tr>
<tr>
<td>A little</td>
<td>35.4%</td>
</tr>
<tr>
<td>A lot</td>
<td>34.1%</td>
</tr>
<tr>
<td>From Experience?</td>
<td>10.2%</td>
</tr>
</tbody>
</table>

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

13 What is your gender?

<table>
<thead>
<tr>
<th>Gender</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>321 (68.6%)</td>
</tr>
<tr>
<td>Male</td>
<td>125 (26.7%)</td>
</tr>
<tr>
<td>Non-binary</td>
<td>4 (0.9%)</td>
</tr>
<tr>
<td>Trans</td>
<td>2 (0.4%)</td>
</tr>
<tr>
<td>Prefer not to say</td>
<td>14 (3%)</td>
</tr>
<tr>
<td>Other</td>
<td>2 (0.4%)</td>
</tr>
<tr>
<td>Other</td>
<td>0</td>
</tr>
</tbody>
</table>

13a If you selected Other, please specify:

No responses
14 What is your current academic career level?

- Graduate Teaching Assistant: 12 (2.6%)
- Postdoctoral university teacher (paid by the hour): 9 (1.9%)
- Teaching Fellow (fixed term, non-renewable): 9 (1.9%)
- Teaching Fellow (fixed term, renewable contract): 9 (1.9%)
- Postdoctoral Research Fellow: 28 (6%)
- Lecturer/Assistant Professor: 98 (21%)
- Senior Lecturer/Associate Professor/Reader: 159 (34.1%)
- Professor: 118 (25.3%)
- Professor Emerita/Emeritus: 5 (1.1%)
- Other: 19 (4.1%)

14a If you selected Other, please specify:

15 What is your mode of work?

- Full-time: 386 (84.1%)
- Part-time: 73 (15.9%)

16 Where is your place of work/study?

- Scotland: 45 (9.7%)
- Northern Ireland: 3 (0.6%)
- Wales: 20 (4.3%)
- South East: 81 (17.5%)
- London: 86 (18.8%)
- North West: 25 (5.4%)
- East England: 37 (8%)
- West Midlands: 30 (6.5%)
- South West: 38 (8.2%)
- Yorkshire and the Humber: 56 (12.1%)
- East Midlands: 25 (5.4%)
- North East: 17 (3.7%)
Please choose the option that best describes your ethnic background. The categories used here are taken from the UK 2011 census.

<table>
<thead>
<tr>
<th>Ethnic Background</th>
<th>Count</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Arab</td>
<td>1</td>
<td>0.2%</td>
</tr>
<tr>
<td>Asian/Asian British: Bangladeshi</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Asian/Asian British: Chinese</td>
<td>2</td>
<td>0.4%</td>
</tr>
<tr>
<td>Asian/Asian British: Indian</td>
<td>4</td>
<td>0.9%</td>
</tr>
<tr>
<td>Asian/Asian British: Pakistani</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Asian/Asian British, any other Asian background</td>
<td>2</td>
<td>0.4%</td>
</tr>
<tr>
<td>Black/Black British: African</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Black/Black British: Caribbean</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Black/Black British, any other</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Black/African/Caribbean background</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mixed, White and Asian</td>
<td>4</td>
<td>0.9%</td>
</tr>
<tr>
<td>Mixed, White and Black African</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Mixed, White and Black Caribbean</td>
<td>1</td>
<td>0.2%</td>
</tr>
<tr>
<td>Mixed, any other mixed/multiple ethnic background</td>
<td>2</td>
<td>0.4%</td>
</tr>
<tr>
<td>White British</td>
<td>277</td>
<td>60.2%</td>
</tr>
<tr>
<td>White Irish</td>
<td>23</td>
<td>5%</td>
</tr>
<tr>
<td>White Gypsy or Irish Traveller</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>White, any other background</td>
<td>131</td>
<td>28.5%</td>
</tr>
<tr>
<td>Other</td>
<td>13</td>
<td>2.8%</td>
</tr>
</tbody>
</table>

If you selected Other, please specify:

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?

<table>
<thead>
<tr>
<th>Disability</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>38</td>
</tr>
<tr>
<td>No</td>
<td>411</td>
</tr>
<tr>
<td>Prefer not to say</td>
<td>15</td>
</tr>
</tbody>
</table>