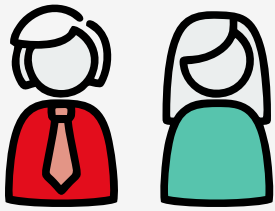


SNS Athena SWAN key survey results

The School of Natural Sciences conducted staff and postgraduate surveys during the summer of 2020 to gather data for the Athena SWAN programme. We are very grateful to all those that took the time to respond to the surveys. We are taking the opportunity of International Day of Women and Girls in Science 2021 (11th February) to report some key findings from the surveys that are illustrated below. We continue to analyse the survey results and will complete a full report in due course. The survey outputs have also been used to develop some School policies which are to be implemented today. Details can be found on the School's Gender Equality web site: <https://naturalscience.tcd.ie/equality/>

Participant's profile

76 responses*

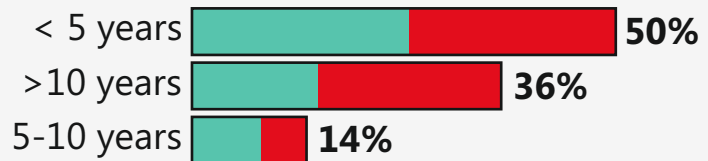


36

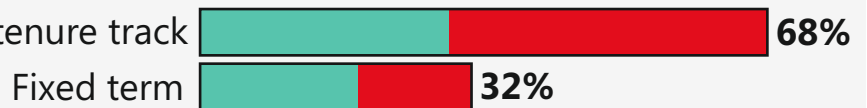
32

Permanent and tenure track

Length of time in College



Contract type

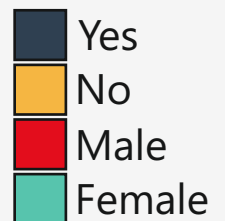


*68 complete responses

Athena SWAN Objectives and Impact

a. Are you aware of the broad objectives of Athena SWAN?

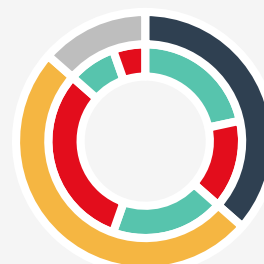
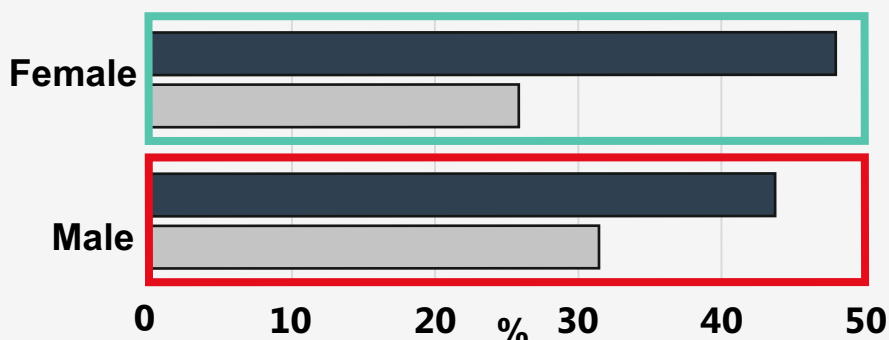
b. Are you aware of the Athena SWAN activities and actions that have already taken place in the school?



Career Ambitions, Promotion and Progression

Have you applied for a promotion within Trinity College in the past 5 years (or since the start of your employment, if shorter than 5 years)?

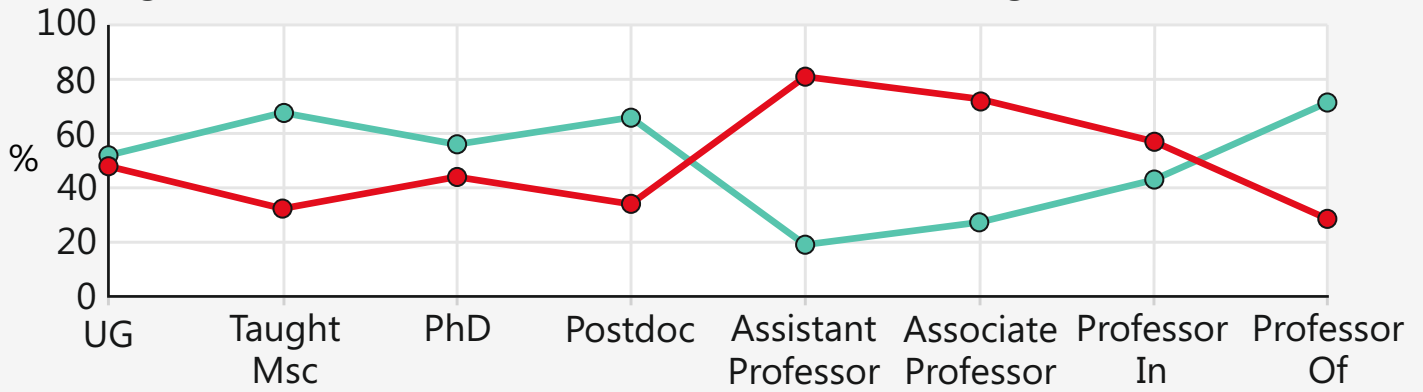
Do you feel that you have achieved your career ambitions in terms of grade attainment?



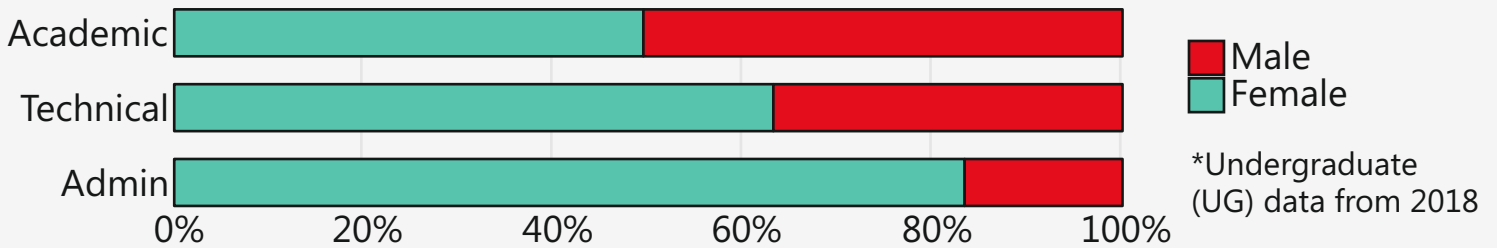
■ Yes: Applied for promotion ■ Successful (at least once)

Gender balance and career stage

Percentage of men and women at each academic career stage, 2021*



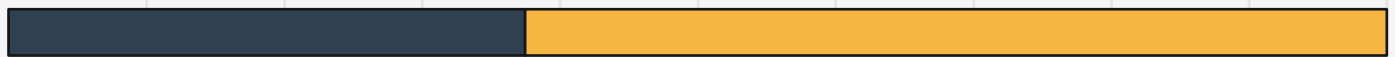
Percentage of men and women in academic, technical and administrative positions



Appraisal

Have you undertaken a work appraisal or annual review with your line manager in the last two years?

Yes (dark blue)
No (yellow)



Did you find the process useful?



Would you welcome the opportunity to undertake an annual work appraisal/review?



0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

Impact of COVID-19 pandemic

How do you think this pandemic will affect your working life in the medium-term future (based on sentiment analysis)?

Female responses:



Male responses:



Positive + Positive Neutral Negative Negative +



1 respondent =