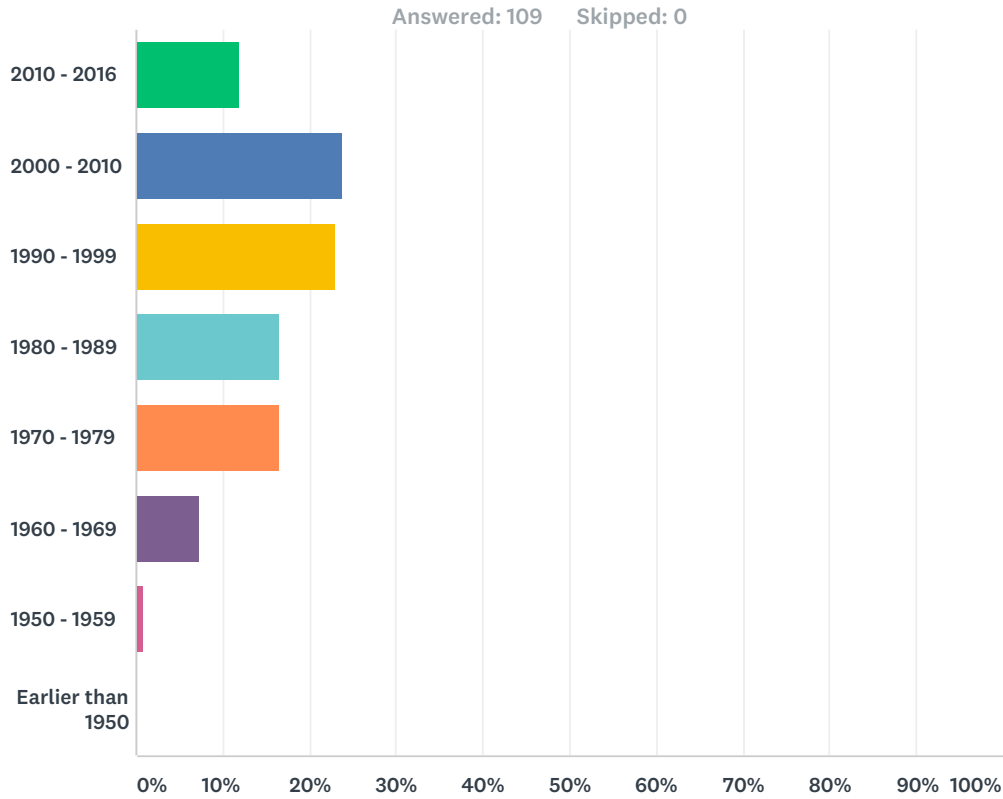


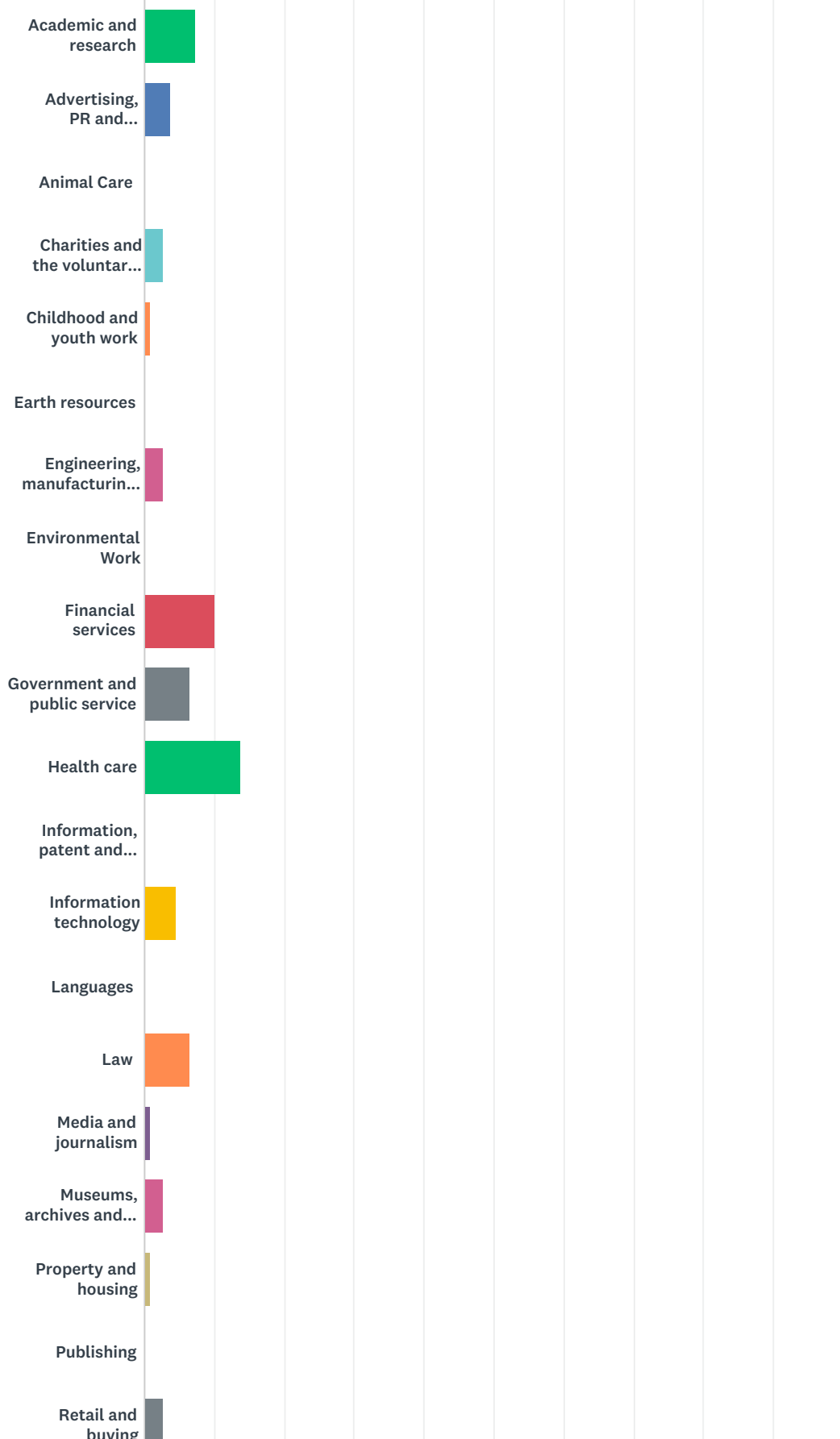
Q1 When did you leave school?

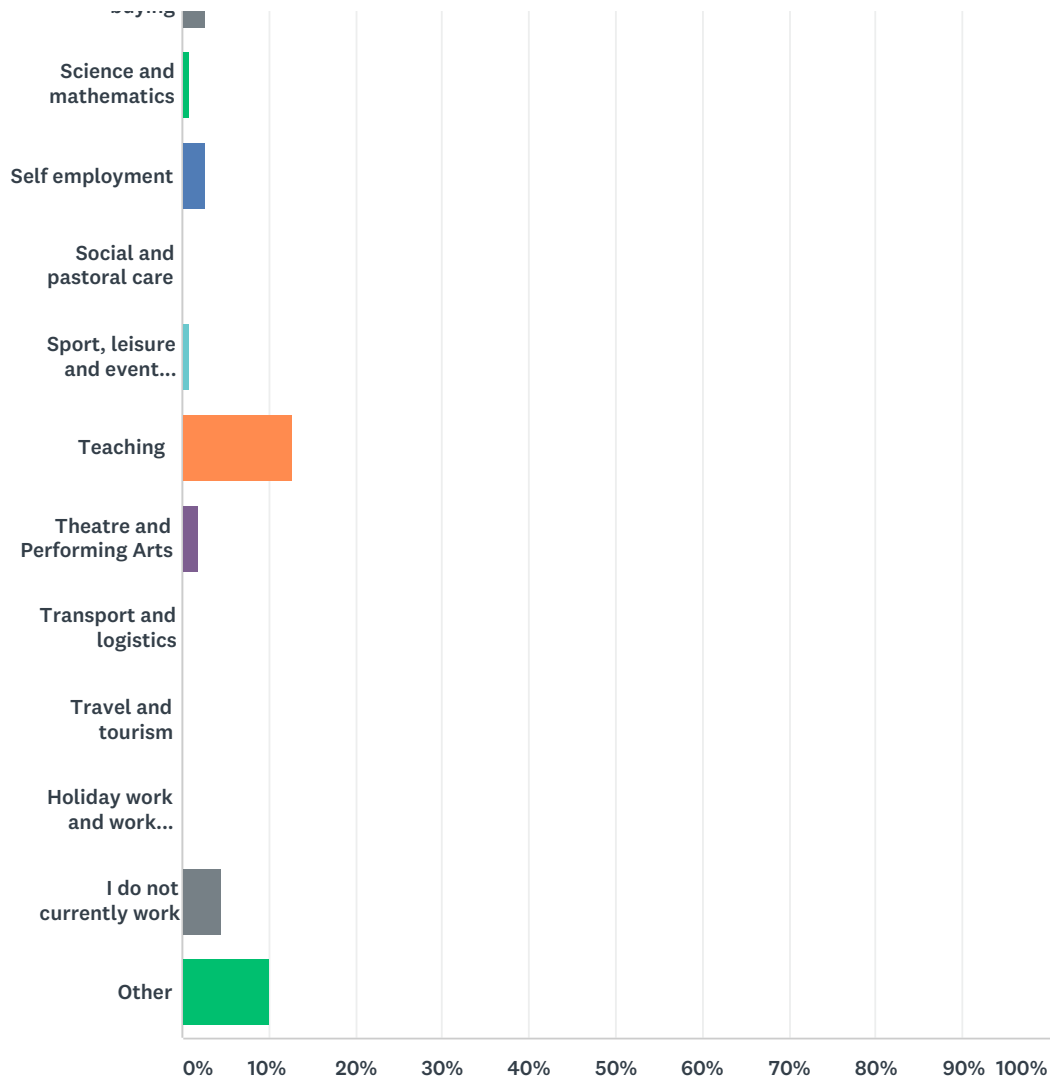


Answer Choices	Responses
2010 - 2016	11.93% 13
2000 - 2010	23.85% 26
1990 - 1999	22.94% 25
1980 - 1989	16.51% 18
1970 - 1979	16.51% 18
1960 - 1969	7.34% 8
1950 - 1959	0.92% 1
Earlier than 1950	0.00% 0
Total	109

Q2 Which sector do you work in?

Answered: 109 Skipped: 0



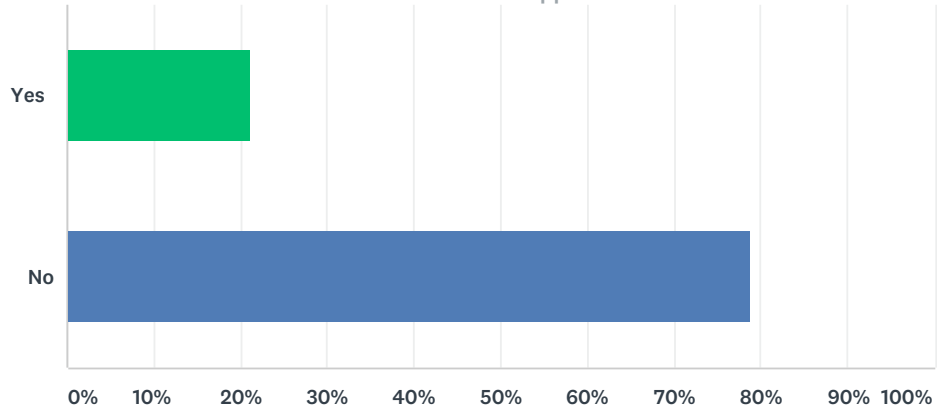


Answer Choices	Responses
Academic and research	7.34% 8
Advertising, PR and marketing	3.67% 4
Animal Care	0.00% 0
Charities and the voluntary sector	2.75% 3
Childhood and youth work	0.92% 1
Earth resources	0.00% 0
Engineering, manufacturing and processing	2.75% 3
Environmental Work	0.00% 0
Financial services	10.09% 11
Government and public service	6.42% 7
Health care	13.76% 15
Information, patent and library work	0.00% 0

Information technology	4.59%	5
Languages	0.00%	0
Law	6.42%	7
Media and journalism	0.92%	1
Museums, archives and archaeology	2.75%	3
Property and housing	0.92%	1
Publishing	0.00%	0
Retail and buying	2.75%	3
Science and mathematics	0.92%	1
Self employment	2.75%	3
Social and pastoral care	0.00%	0
Sport, leisure and event management	0.92%	1
Teaching	12.84%	14
Theatre and Performing Arts	1.83%	2
Transport and logistics	0.00%	0
Travel and tourism	0.00%	0
Holiday work and work experience	0.00%	0
I do not currently work	4.59%	5
Other	10.09%	11
Total		109

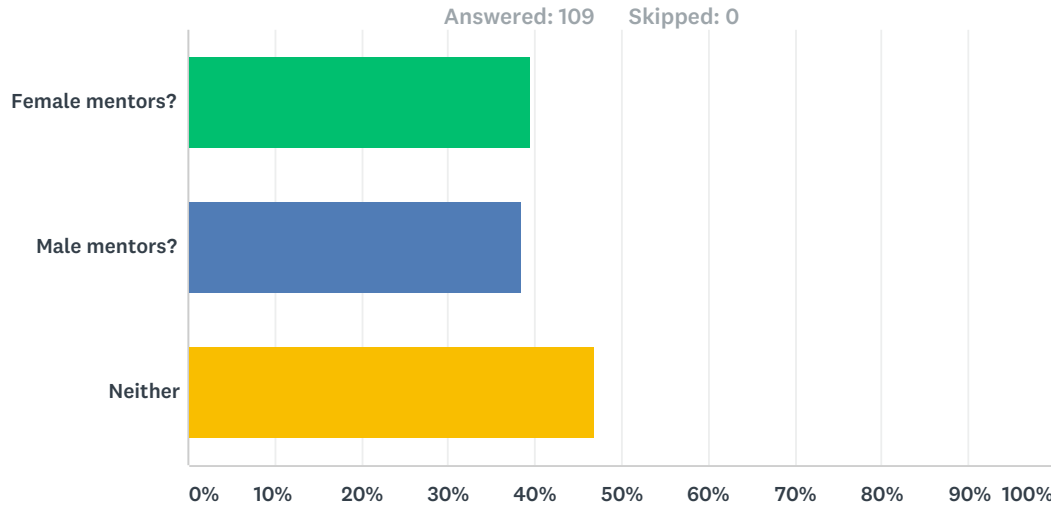
Q3 Are you self-employed?

Answered: 109 Skipped: 0



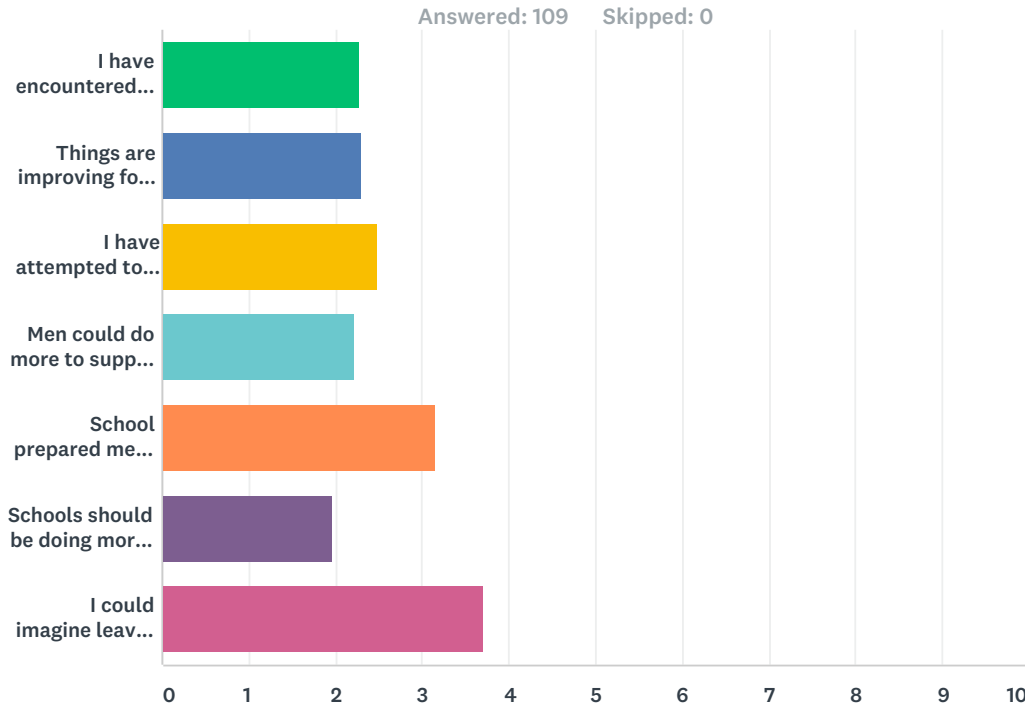
Answer Choices	Responses
Yes	21.10% 23
No	78.90% 86
Total	109

Q4 Do you have:



Answer Choices	Responses
Female mentors?	39.45% 43
Male mentors?	38.53% 42
Neither	46.79% 51
Total Respondents: 109	

Q5 How far do you agree with the following statements?



	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Total	Weighted Average
I have encountered and/or witnessed gender inequality in the workplace.	31.48% 34	38.89% 42	7.41% 8	13.89% 15	8.33% 9	108	2.29
Things are improving for women in the workplace.	8.26% 9	62.39% 68	20.18% 22	8.26% 9	0.92% 1	109	2.31
I have attempted to change the sense of gender inequality in my workplace.	15.60% 17	39.45% 43	29.36% 32	11.01% 12	4.59% 5	109	2.50
Men could do more to support women in the workplace.	25.69% 28	41.28% 45	19.27% 21	12.84% 14	0.92% 1	109	2.22
School prepared me well for possible gender inequality in the workplace	9.17% 10	19.27% 21	30.28% 33	29.36% 32	11.93% 13	109	3.16
Schools should be doing more to prepare young people to challenge gender bias in the workplace	32.11% 35	44.95% 49	18.35% 20	2.75% 3	1.83% 2	109	1.97
I could imagine leaving my job because of gender inequality.	4.59% 5	16.51% 18	14.68% 16	32.11% 35	32.11% 35	109	3.71

Q6 What has most surprised you about attitudes towards women in the workplace?

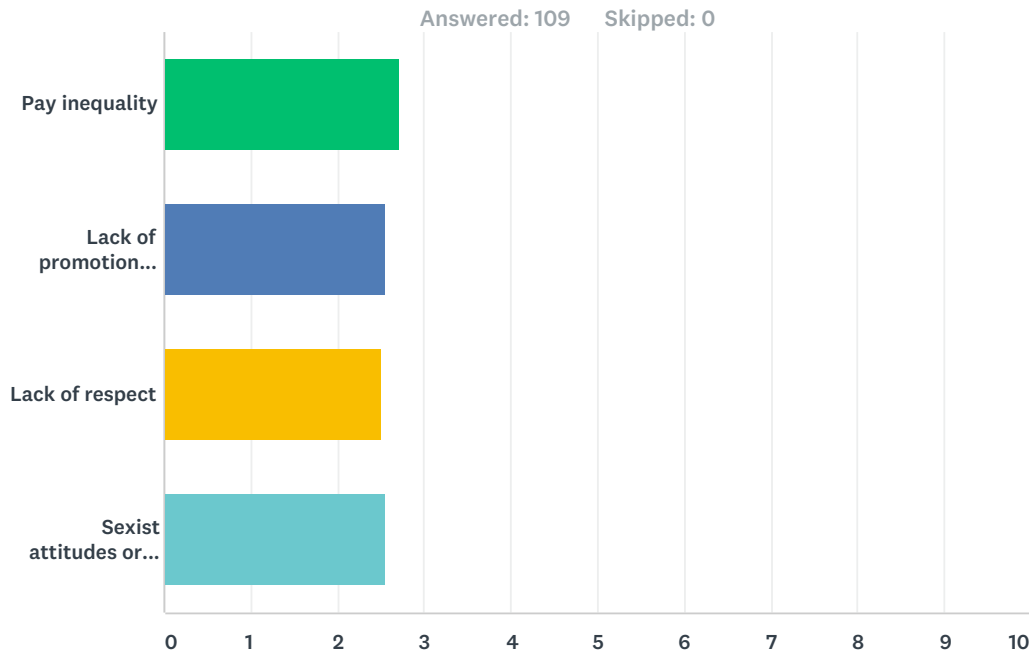
Answered: 77 Skipped: 32

#	Responses	Date
1	The CEO of our company has strong womanising and misogynistic qualities, though I am proud that the women in the office are able to stand up against him. It is surprising to me that someone with those views is in a position of such power.	6/15/2017 2:30 PM
2	I can sense that my male peers - who don't tend to do anything overtly sexist - have nevertheless formed their own networks that cut women out - I had hoped that younger men would be more free from this kind of behaviour than older men - apparently not.	6/14/2017 11:28 PM
3	All of my direct senior leadership team are females who gained their position through merit.	6/14/2017 12:10 PM
4	When I became a mother the assumption was that I was no longer interested in a career. Actually when I left Church Higg I had no idea about the level of gender bias I was about to encounter	6/14/2017 5:08 AM
5	I never experienced/ noticed sexism until starting work.	6/13/2017 11:53 PM
6	I work in Higher education and I think it's very equal	6/13/2017 10:07 PM
7	That women have as much bias against other women as men	6/13/2017 9:52 PM
8	Sexist comments not thought serious by some male colleagues although taken very seriously by others (male and female)	6/13/2017 9:31 PM
9	That part timers lack commitment	6/13/2017 8:41 PM
10	I am a doctor. Patient perceptions of female staff is that you must be a nurse. Even if introduced as doctor. Furthermore it is evident that male doctors gain added respect from patients, regardless of communication skills, level of expertise or time spent with the patient.	6/13/2017 7:24 PM
11	How slowly things have changed. I have today been at a tech event with 15 men (no women) on the panel.	6/13/2017 6:42 PM
12	Fairly equal in medical profession	6/13/2017 6:42 PM
13	Presumption that I am the secretary / note taker!	6/13/2017 4:25 PM
14	Ingrained, unconscious bias is so prevalent.	6/13/2017 3:55 PM
15	Inequality of "comparable role" offers during redundancy consultations for female and male at risk employees - there seems to be a bias towards offering administrative and lower level roles to females in this situation.	6/13/2017 3:45 PM
16	Nothing, my workplace has a mainly female staff and everyone's treated equally	6/13/2017 2:57 PM
17	stereotypical opinions, men who appear unable to understand women can be bright and intelligent , quick judgements made about me and my life without any knowledge	6/13/2017 2:32 PM
18	that still people expect the MD to be a man and when I speak they STILL ask if I am his PA!	6/13/2017 2:20 PM
19	Gender is rarely an issue	6/13/2017 1:52 PM
20	Having been brought up on the basis that women can do most things, the sense of male entitlement in the late 1980s in the City was chocking	6/13/2017 1:43 PM
21	that it isn't always men. Women feed the attitudes too.	6/13/2017 1:16 PM
22	There is still in 2017 an Old Boys Club of White, middle aged men	6/13/2017 1:06 PM
23	Lack of awareness by some on what is gender inequality	6/13/2017 12:47 PM
24	Other women especially those without children	6/13/2017 12:39 PM
25	That sexism still very much exists!! I was told that I should have "priorities in the home" by my boss when I asked for a promotion	6/13/2017 12:36 PM
26	N/A	6/13/2017 12:33 PM

27	Improving. I was in the Royal Navy for 37 years and no problems.	6/13/2017 12:19 PM
28	The attitude of women themselves	6/2/2017 9:06 AM
29	Surprise at returning to work after a baby!	6/2/2017 7:18 AM
30	I work in a school and do not experience gender inequality	5/29/2017 11:47 AM
31	Surprise that I was holding a position which had always been a male position previously	5/27/2017 2:09 PM
32	not a problem	5/27/2017 11:20 AM
33	That it is taking so long to achieve real progress on equal pay	5/27/2017 8:14 AM
34	Nothing surprises me!	5/27/2017 2:10 AM
35	That many men do not perceive it as a problem	5/26/2017 10:59 AM
36	What concerns me is how so many professions are becoming female dominated, teaching, arts admin,	5/26/2017 8:55 AM
37	I am retired but it was how long these attitudes had lasted	5/26/2017 7:32 AM
38	I have never felt bias, either now or in my previous work in private practice (law)	5/25/2017 9:51 PM
39	The views of men towards maternity issues.	5/25/2017 8:38 PM
40	That I have not encountered bad attitudes based on my gender!	5/25/2017 6:14 PM
41	Women treating female doctors differently to male doctors.	5/25/2017 8:08 AM
42	They are subordinate to male colleagues at the same level	5/25/2017 1:58 AM
43	Only women without children can put in the required overtime/long hours & travel required to succeed.	5/24/2017 10:52 PM
44	Acceptance of other women of gender bias as normal	5/24/2017 9:46 PM
45	That women are expected to take the lion's share of parental leave - I think parental leave should be shared more evenly	5/24/2017 9:30 PM
46	Colleagues and systems are much easier to manage than clients. Gender (or other) bias from them is the most difficult to address	5/24/2017 8:28 PM
47	The belief that there is a problem	5/24/2017 7:37 PM
48	That they wouldn't be the best person to have at the top. Males move up career ladder quicker	5/24/2017 4:49 PM
49	Usually positive though a female head once or twice favoured male appointments	5/24/2017 4:43 PM
50	Client attitude was more of a problem than colleagues when in practice as a solicitor. Women also need to be more prepared for inequality within the female gender. This is a real issue that often goes unrecognised.	5/24/2017 4:31 PM
51	Some people seem stuck with a mid 20th century nuclear family view of the world in which wife and mother stays at home	5/24/2017 3:58 PM
52	I have not encountered direct discrimination on the basis of gender. I think the big issue is motherhood.	5/24/2017 1:41 PM
53	An expectation that you'll be the one asking guests if they'd like a cup of coffee?? Or with interviews for jobs (high level) you'll often be the only woman against several men and yet despite saying they're keen to hire someone "different" they always revert to the person who most resembles the person doing the hiring	5/24/2017 1:26 PM
54	That I displayed discriminatory attitudes myself, such as being annoyed that I might employ a young woman who might then take maternity leave	5/24/2017 1:25 PM
55	How prevalent poor attitudes are in men of 40-50; attitudes are much more enlightened in the young and the "very old" in the legal profession	5/24/2017 1:19 PM
56	underestimating women's skills, not understanding different styles of working	5/24/2017 1:03 PM
57	Old people call you pet and honey etc which is fine it fits with their generation and couldn't be taken as offensive. Young people in the building trade are disgraceful the way they treat women. They don't listen to a word I say without running it past my husband. Old builders respect male and female so I can't understand the male chauvinist attitude of the young tradesmen.	5/24/2017 12:58 PM

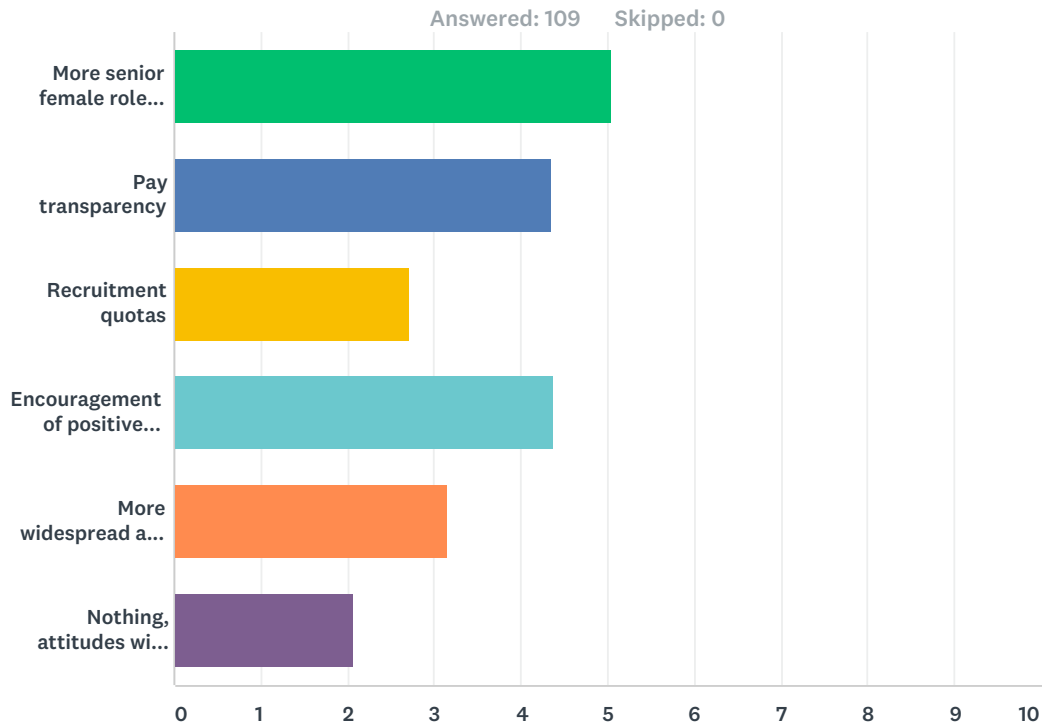
58	The combination of gender and relative youth means working so much harder for gravitas and credibility despite always delivering and being well qualified.	5/24/2017 12:56 PM
59	Outdated notion that women's work is in support rather than leading	5/24/2017 12:50 PM
60	That fathers of daughters don't seem to understand that they are treating women in a way in which they wouldn't want their daughters to be treated.	5/24/2017 12:19 PM
61	That there is pay inequality	5/24/2017 12:14 PM
62	That companies can and do blatantly discriminate against women, even though it is against the law, and face no repercussions.	5/24/2017 11:54 AM
63	AS I've encountered so little discrimination, I think I may be a bit complacent	5/24/2017 11:17 AM
64	That people do not always recognise what is going on.	5/24/2017 11:17 AM
65	Generally the surprise that they see a woman and not a man.	5/24/2017 11:04 AM
66	I work in a government department with a female permanent secretary who is passionate about women's issues. HR are doing lots to combat gender inequality and promote diversity in all its forms. But there are still areas of the Civil Service which are effectively 'gentlemen's clubs' and significantly harder for women to gain advancement, such as the areas connected with defence.	5/24/2017 10:58 AM
67	The pervasiveness of sexist attitudes, the fundamental unconscious bias of many in academic departments shown by male and female staff.	5/24/2017 10:57 AM
68	It's the subtlety of it - not a lack of women in senior roles, or more importantly a lack of women in typically male roles, but the tone of interactions, and the challenge in having your opinion taken seriously.	5/24/2017 10:56 AM
69	how little women support other women	5/24/2017 10:50 AM
70	That they've not changed	5/24/2017 10:48 AM
71	I work as an Architect - difference in attitudes is most notable on site where contractors are surprised to see a woman turn up and even though the attitude is different in a non-harmful way as in people on site will offer you a hand when walking around etc - it is a difference based on gender - assuming I am not comfortable on building site. in the office it is most notable in that there are 11 architects. Within the 11 there are - 2 partners - 5 associates (all men). The four remaining are women and we are the ones doing all the work keeping the projects running. Every single man in the office holds a position higher than their female equivalent. (all architects are the same level of qualification)	5/24/2017 10:41 AM
72	actually that there is so much positive change this year and last year re appointment of women conductors in the classical music sector	5/24/2017 10:32 AM
73	The constant sexual comments	5/24/2017 10:31 AM
74	How women are still expected to make tea in a meeting	5/24/2017 10:28 AM
75	Disgruntlement by many for having taken maternity leave- people have to have babies!	5/24/2017 10:26 AM
76	implicit bias is more common than perhaps is recognised	5/24/2017 10:25 AM
77	Pay gap and subtle sexual harassment	5/24/2017 10:22 AM

Q7 Which types of gender inequality in the workplace most concern you? (1. Most concern you > 4. Least concern you)



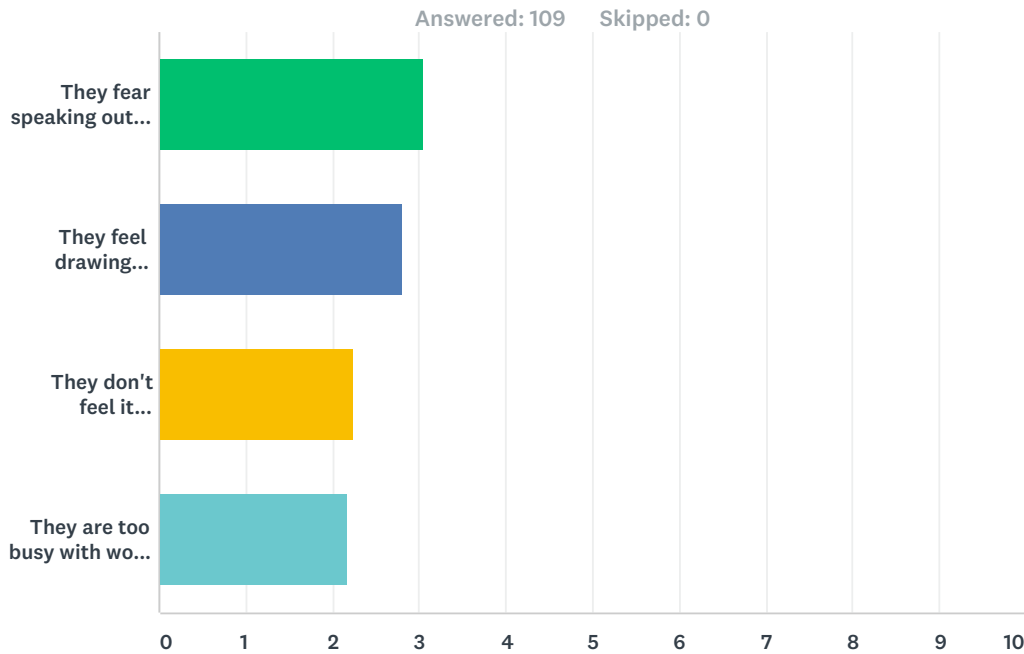
	1	2	3	4	N/A	Total	Score
Pay inequality	33.03% 36	18.35% 20	13.76% 15	22.02% 24	12.84% 14	109	2.72
Lack of promotion opportunities	15.60% 17	33.03% 36	24.77% 27	14.68% 16	11.93% 13	109	2.56
Lack of respect	20.18% 22	22.94% 25	22.94% 25	19.27% 21	14.68% 16	109	2.52
Sexist attitudes or an underlying sense of being treated differently	25.69% 28	17.43% 19	22.94% 25	20.18% 22	13.76% 15	109	2.56

Q8 What would most effectively encourage gender equality in the workplace? (1. Most effective > 6. Least effective)



	1	2	3	4	5	6	N/A	Total	Score
More senior female role models	39.45% 43	32.11% 35	11.93% 13	6.42% 7	3.67% 4	0.00% 0	6.42% 7	109	5.04
Pay transparency	23.85% 26	19.27% 21	23.85% 26	16.51% 18	4.59% 5	2.75% 3	9.17% 10	109	4.36
Recruitment quotas	1.83% 2	8.26% 9	9.17% 10	20.18% 22	31.19% 34	11.01% 12	18.35% 20	109	2.73
Encouragement of positive male behaviours	21.10% 23	18.35% 20	28.44% 31	15.60% 17	4.59% 5	0.92% 1	11.01% 12	109	4.37
More widespread and generous paternity leave	2.75% 3	14.68% 16	15.60% 17	22.94% 25	22.02% 24	9.17% 10	12.84% 14	109	3.15
Nothing, attitudes will change over time	6.42% 7	1.83% 2	2.75% 3	6.42% 7	15.60% 17	37.61% 41	29.36% 32	109	2.08

Q9 Why do you think women might not try to change the culture of the workplace? (1. Main reason > 4. Least important reason)



	1	2	3	4	N/A	Total	Score
They fear speaking out might damage their chances of career progression	37.61% 41	29.36% 32	12.84% 14	10.09% 11	10.09% 11	109	3.05
They feel drawing attention to certain issues might make the workplace more uncomfortable	22.94% 25	37.61% 41	18.35% 20	11.01% 12	10.09% 11	109	2.81
They don't feel it directly affects them enough to take action	19.27% 21	11.93% 13	25.69% 28	30.28% 33	12.84% 14	109	2.23
They are too busy with work duties	13.76% 15	13.76% 15	30.28% 33	26.61% 29	15.60% 17	109	2.17

Q10 Please use this space for any further comments on any of the issues raised in this survey.

Answered: 33 Skipped: 76

#	Responses	Date
1	Double standard is still a problem - some behaviours/leadership styles are viewed positively in men, but negatively in women - I have personal experience of this. e.g. assertiveness is viewed as aggression when women are assertive.	6/14/2017 11:28 PM
2	The public sector is one of the best places to work in terms of gender equality and opportunity as everything is open to fair competition.	6/14/2017 12:10 PM
3	I once took my employees to industrial tribunal over inequality of opportunity issues. The thing I learned which is worth passing in was that I ought to have been keeping a journal recording conversations and incidents as 'evidence'. I'd recommend that to every woman.	6/14/2017 5:08 AM
4	There's a long way to go in the tech sector	6/13/2017 6:42 PM
5	Education of unconscious bias should be a priority - in a 'positive' workplace everything else stems from this.	6/13/2017 3:55 PM
6	I've had a fairly long working life now and have never felt any kind of gender bias, I've always worked for male bosses but have never felt any discrimination.	6/13/2017 2:57 PM
7	I see inequality experienced by my patients but have not had personal issues with it	6/13/2017 1:52 PM
8	It does depend on other factors. Ive worked considerably in both Edinburgh and Newcastle. It is much more noticeable in Newcastle. It is a difficult topic, I actually think going to single sex school instilled in me the true belief that women are able to do everything men can, no question; this is good since I have the confidence to question however, it has taken awhile to realise that a lot of people don't think like that and it's not what it is in the workplace.	6/13/2017 1:16 PM
9	I feel you've barely touched on the elephant in the room - as long as women bear children and shoulder childcare workplace inequality will continue. I have been out of the workforce for eight years while I raise my family. Whatever shape my future career takes, it's unlikely I will ever catch up those eight years. I will likely start back at the bottom rung of the ladder.	6/13/2017 12:58 PM
10	I feel that my school career left many of my friends wholly unprepared to deal with real-life issues like gender inequality. I actually found that the attitudes of many of my teachers reinforced negative gender stereotypes. No part of my school career addressed issues around gender, or taught feminist history, or social issues at all.	6/12/2017 4:17 PM
11	Women are too precious. Just get on with it.	6/2/2017 9:06 AM
12	this survey is really badly written. it assumes that all women experience sexism, and therefore it is not possible, given the choices of answer to respond to this fairly.as such i view this as an invalid survey and am extremely concerned that this poor quality work will get any airing. Given that white women in the UK do better than all other groups - including men, i think it would be better for GDST to be concerned with ethnic inequality.	5/27/2017 11:20 AM
13	In financial services, I often hear that there are not enough female economists to choose from. Are there still "male" and "female" subjects in schools?	5/26/2017 10:59 AM
14	I value my traditional education at CNHS which enabled me to gain excellent academic qualifications which gave me the confidence to succeed in my career. Avoid emotive gobbledegook and concentrate on gaining the 'hard' qualifications which enable you to think, reason and argue logically for your yourself and others.this boosts self confidence too.	5/26/2017 7:32 AM
15	I am completely against quotas - individuals should be hired on merit only	5/25/2017 9:51 PM
16	This is not really an issue for me. The only reason I find there are fewer women in senior positions is that there are fewer applying for the roles. Once they apply they have equal chances. Our workplace has a gender equality policy, but we just advertised a position and only 1 out of 15 applicants was a women. She actually got the job (appointed by male boss). I think statistically that women are less prominent in high level jobs because most have taken time out or switched life priorities for families. A woman can choose where to place her priorities. I feel that all woman who have persued their careers instead of family do have equal opportunities.	5/25/2017 7:00 PM

17	I believe the biggest change needed is for men to accept men who want to pursue the traditionally female roles/attitudes/approaches and then these roles/attitudes/approaches will be valued. We do not want men to be 'accepting women' into their world; we need men to value a wider variety of traits and occupations - to want to enter the 'woman's world'.	5/25/2017 6:14 PM
18	This has been a particular issue recently since I became senior. I'm highly educated, however, this seems over ridden by male privilege.	5/25/2017 8:08 AM
19	I think that men are generally more confident about applying for promotion than women and this needs to be tackled.	5/24/2017 8:11 PM
20	One of the issues is that key career progression aligns with the ages 32-38, which in the modern world are key child bearing years for professional women. In law the key promotion now comes 5 or 6 years later than it did when I was at the same stage. This is a huge problem and discourages women from staying the course, as discrimination around maternity leave remains a significant problem. One of the best tools to change attitudes is flexible working for both men and women. It cuts the cult of presenteeism and enables better lifestyle management.	5/24/2017 3:58 PM
21	I have to be honest and say that I've been able to avoid the worst excesses of this. Whichever company I've been at I've dramatically increased the number of women in the company - always because they were the best candidates. Maybe I had more CVs from women because I was the hiring manager??	5/24/2017 1:26 PM
22	(i) I do not believe that there should be a shift from a male to a female culture. In my early career I enjoyed the male culture without realising that it was one. (ii) It is wrong to focus solely on childcare etc. A woman or a man can burn out in an excessively competitive atmosphere. It is not all about raising children.	5/24/2017 1:25 PM
23	Women are often brilliant "number two's" so are too "valuable" to the boss to be promoted. In small businesses, any form of leave - maternity or paternity - is disruptive and expensive	5/24/2017 1:19 PM
24	As a mother and optometrist I have it good. However when my children are ill it's me that takes time off to look after them- not my husband. It's me that only works term time as my children have to come first. I couldn't expect or ask for anymore. Women are a mother first and career has to come second. So I can understand there being more opportunities for men if they are more reliable.	5/24/2017 12:58 PM
25	Being empowered to speak up and "complain" is a privileged position in itself. Especially when flexible/part time women may not have time or energy to fight the battle against very average men.	5/24/2017 12:56 PM
26	Some of these questions and answers could be interpreted ambiguously.	5/24/2017 12:14 PM
27	Women should know their legal entitlements and how to escalate if these are not being met and they feel it's appropriate. The other most useful thing I've found is having go-to replies for sexist comments and behaviours - specifically ones that embarrass the perpetrator and put them in their place. Having a good put-down at the ready, especially in front of other colleagues, usually means a man knows not to try anything again!	5/24/2017 11:54 AM
28	Now retired but worked in female dominated profession, physiotherapy. We found it sometimes difficult to gain respect and support of some doctors, other health professionals and outside suppliers, but once obtained, you had it for good! However I think this is changing as long term working with the same wider team is less common now	5/24/2017 11:26 AM
29	I don't remember learning about gender inequality during my time at CNHS, so this is a welcome topic to hear the school is planning to address with pupils.	5/24/2017 10:58 AM
30	Re the statement 'men could do more...' gender inequality is perpetuated by senior female colleagues as well as men - I appreciate the point of your campaign in to do with dads and daughters but women, and particularly senior women, have a role/responsibility too. School both prepared and unprepared me for gender inequality in the workplace. At school and at university I never gave it a second thought, I was a complete non- issue; of course I would be judged on merit not gender, it would be absurd to think otherwise. This left me surprised and bewildered when I did encounter it, but also well-prepared to not stand for it. It is the unconscious bias that is hardest to combat and the everyday sexism that women encounter. I've not encountered blatant or obvious discrimination but it's the tiny and seemingly trivial things that happen day to day that work against women (attitudes, comments, assumptions etc.)	5/24/2017 10:57 AM
31	I think the best thing to enhance equalities is training - of all - not just men	5/24/2017 10:50 AM

32	I have worked in several architecture practices and at first glance there always seems to be a large number of women in the workplace - the amount of architects employed by the firm is often 50/50 men and women - which is surprising. But EVERYWHERE - when you look closer, all the higher positions (assocate/director/partner/etc.) are taken by men and the female architects are rarely in positons of seniority.	5/24/2017 10:41 AM
33	These questions are too specific and don't allow for the nuances which make-up office life.	5/24/2017 10:25 AM