GOLD INSTITUTION AWARD

**Prerequisites**

The applicant institution must be an Athena SWAN Charter member that has signed up to the May 2015 Athena SWAN principles, and have no outstanding membership fees. The institution must hold a valid Athena SWAN Silver award; this can be either a pre- or post-May 2015 award. The institution must also hold department awards (see below):

**November 2015 – November 2016 (inclusive)**

- at least one department must have a Gold award

AND

- the majority of the institution’s STEMM departments must hold Silver department awards

AND

- the majority of the institutions AHSSBL departments must hold Bronze department awards and at least one department with a Silver award.

AND

- There should be a clear plan to progress all academic departments in achieving awards.

**April 2017 onward**

- a majority of the institutions academic departments must hold valid Silver department awards. At least one department must hold a Gold award.

**What needs to be demonstrated**

Gold institutions should be beacons of achievement in gender equality and should champion and promote good practice in the wider community.

A Gold institution award recognises a significant and sustained record of activity and achievement by the institution in addressing challenges across the full range of the institution and promoting gender equality within and beyond the institution.

Applications should demonstrate how Athena SWAN is completely embedded within the institution with strong leadership in promoting and championing the charter principles;
including consideration of gender equality for professional and support staff and trans people. This should be complemented by data demonstrating the impact of Athena SWAN activities. The institution should also demonstrate that they have taken an intersectional approach to analysing data and devising possible solutions to identified challenges.

**Key new areas covered by the application:**
- Demonstration of beacon activity
- Gender profile of the leadership of the institution
- Diversity in curriculum and pedagogy

**Potential outcomes**
- Gold institution award
- Silver institution award
- Bronze institution award
- No award