Athena SWAN award criteria - institutions

Bronze Institution

What needs to be demonstrated

Bronze institution awards recognise that the institution has a solid foundation for eliminating gender bias and developing an inclusive culture that values all staff.

This includes:

- an assessment of gender equality in the institution, including quantitative (staff data) and qualitative (policies, practices, systems and arrangements) evidence and identifying both challenges and opportunities
- a four-year plan that builds on this assessment, information on activities that are already in place and what has been learned from these
- the development of an organisational structure, including a self-assessment team, to carry proposed actions forward

Silver Institution

What needs to be demonstrated

Silver institution awards recognise a significant record of activity and achievement by the institution in promoting gender equality and in addressing challenges across different disciplines. Applications should focus on what has improved since the Bronze institutional award application, how the institution has built on the achievements of award-winning departments, and what the institution is doing to help individual departments to apply for Athena SWAN awards.

Institutions need to demonstrate how Athena SWAN is well embedded within the institution with strong leadership in promoting the charter principles and should evidence the impact of Athena SWAN activities.

Intersectionality

At Bronze and Silver level institutions are expected to consider the role of the intersection of gender with ethnicity for both academic and professional and support staff. Self-assessment teams are expected to consider intersectionality in increased detail the higher the level of award.

At Bronze level, if it is not possible for the institution to cover this within the application (eg because of lack of data), the panel will expect to see that appropriate actions have been put in place (eg. actions to improve collection of data).

At Silver level, an explanation of any actions implemented and their impact should be provided.