

# Equality Charters August 2018 Update

## Submission deadlines

### **Athena SWAN November 2018 award round**

The submission deadline for the November 2018 round is 5pm on Friday 30 November. All those planning to submit need to notify the Equality Charters team of their intention to do so through the online form by 5pm on Friday 28 September. The form is available on the website.

<https://www.ecu.ac.uk/athena-swan-intention-to-submit/>

### **Race Equality Charter February 2019 award round**

The submission deadline for the February 2019 round is 5pm on Thursday 14 February. All those planning to submit need to notify the Equality Charters team of their intention to do so through the online form by 5pm on Thursday 13 December 2018.

The intention to submit form will be available from 1 October.

## Latest publications

### **Improving the use of KIT and SPLIT days**

This guidance provides information about how keeping in touch (KIT) and shared parental leave in touch (SPLIT) days work, and recommends a range of actions universities and colleges can take to promote better use of KIT and SPLIT days.

<https://www.ecu.ac.uk/publications/improving-use-kit-split-days/>

### **Research Insight – The gender pay gap in English Higher Education**

This fourth in a series of Research Insights examines public pay gap statements from 122 English higher education institutions to ascertain the most commonly cited reasons for the gender pay gap in higher education. It also explores whether these explanations vary according to an institution's size, mission group and participation in Athena SWAN.

<https://www.ecu.ac.uk/publications/research-insight-gender-pay-gap-english-higher-education/>

### **Research Insight – Identifying good practice in successful Silver and Gold Athena SWAN applications**

This third in a series of Research Insights presents findings from a review of 61 successful UK Silver and Gold Athena SWAN and Juno Champion (IOP awards for gender equality in physics) applications from the November 2016 and April 2017 rounds.

<https://www.ecu.ac.uk/publications/research-insight-identifying-good-practice-successful-silver-gold-athena-swan-applications/>

### **Data Protection and anonymity considerations for equality research and data**

This briefing provides guidance on the implications of the GDPR for equality and diversity research.

<https://www.ecu.ac.uk/publications/data-protection-anonymity-considerations-equality-research-data/>

## **Events**

### **Equality, Diversity and Inclusion Conference**

Advance HE's Equality, Diversity and Inclusion Conference takes place in Liverpool on 31 October and 1 November 2018. The conference will focus on ensuring a strong and resilient culture of learning, professionalism and pride in EDI work: celebrating successes, pushing for progress, and equipping colleagues for challenges ahead.

<https://www.ecu.ac.uk/get-involved/conference-2018/>

## **Twitter highlights**

We continue to share good practice from previous Athena SWAN applications and highlight new guidance and updates.

Follow our updates on Twitter [@Athena\\_SWAN](#) and [@ECURaceCharter](#)

## **Further guidance and resources**

Don't forget you can find further guidance and resources on our website:

- Updated Guide to Processes for both charters: <http://www.ecu.ac.uk/wp-content/uploads/2018/01/ECUs-Equality-Charters-Guide-to-Processes.pdf>
- Athena SWAN FAQs: <https://www.ecu.ac.uk/equality-charters/athena-swan/athena-swan-faqs/> and resources: <https://www.ecu.ac.uk/equality-charters/athena-swan/athena-swan-resources/>
- Good practice resource bank: <https://www.ecu.ac.uk/equality-charters/athena-swan/athena-swan-good-practice-in-heis/>
- Race Equality Charter FAQs: <https://www.ecu.ac.uk/equality-charters/race-equality-charter/race-equality-charter-faqs/> and resources: <https://www.ecu.ac.uk/equality-charters/race-equality-charter/race-equality-charter-resources/>
- We also have a dedicated panellist resources page which contains resources for charter mark panellists: <https://www.ecu.ac.uk/equality-charters/athena-swan/panellists/panellist-resources/>

### **Athena SWAN and REC mailing lists**

You are receiving this message because you have opted in to receiving updates, and you are able to unsubscribe/subscribe to each list at <https://www.jiscmail.ac.uk/AthenaSWAN> and <https://www.jiscmail.ac.uk/RaceCharterlist> respectively.

Please note that emailing to [AthenaSWAN@jiscmail.ac.uk](mailto:AthenaSWAN@jiscmail.ac.uk) and [RaceCharterlist@jiscmail.ac.uk](mailto:RaceCharterlist@jiscmail.ac.uk) will send an email (after approval) to the whole mailing list. If

you would like to reply to just the original sender, their details can be found at the end of the address bar if not provided in their signature (clicking reply will send your reply to the whole list).

To email the charters teams, please email [Athena.SWAN@advance-he.ac.uk](mailto:Athena.SWAN@advance-he.ac.uk) or [RaceCharter@advance-he.ac.uk](mailto:RaceCharter@advance-he.ac.uk).