

Equality Charters November 2018 Update

Athena SWAN November 2018 award round

Congratulations to all those who submitted applications to the November 2018 round. The team are currently allocating **panels** and will be in touch with panellists throughout December to confirm. Panellists are encouraged to visit our website for updated panellist guidance and resources (including feedback forms that must be completed in advance): <https://www.ecu.ac.uk/equality-charters/athena-swan/panellists/panellist-resources/>

Athena SWAN April 2018 award round

The April 2018 round **award ceremony** will be taking place on Monday 10 December at the University of Southampton, and we look forward to seeing many of you there.

Last round we trialled new styles of **panel feedback** to improve usefulness of these for applicants, and have made changes to feedback as a result.

In our October newsletter, we shared **results** of the April 2018 round which saw increases in award success rates for both arts and sciences, in particular the former. Overall statistics and infographics can be found at: <https://www.ecu.ac.uk/equality-charters/athena-swan/2018-statistics/>

Analysis of the main **reasons for applications being unsuccessful** in the April 2018 round identifies:

- Bronze submissions overwhelmingly fell down due to a poor action plan related to weaknesses throughout the self-assessment, with an insufficient evidence base presented, and baselines and measurable targets lacking. Most unsuccessful Bronze submissions had significant gaps in their qualitative data, with further baselines from consultation needed, and around half had significant gaps in their quantitative data, with question requirements not always met. *We therefore remind Bronze applicants to ensure a solid, gender-disaggregated evidence base of both quantitative and qualitative data to identify issues and target actions, demonstrating this in the action plan through baselines and measurable targets.*
- Silver submissions fell down due to a lack of evidenced impact, with half failing to demonstrate positive changes in data, and half failing to demonstrate how changes were linked to previous activity or previously identified issues. *We therefore remind applicants that Silver awards rely on data showing positive changes against previously identified issues, and that applicants need to demonstrate how activities undertaken have led to positive changes.*

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 submit** through the online form by 5pm on Thursday 13 December 2018.

The intention to submit form can be found here: <https://www.ecu.ac.uk/race-equality-charter-intention-to-submit/>

Athena SWAN Ireland

The Athena SWAN Ireland **award ceremony** took place on Wednesday 14 November in Dublin, and was our largest to date, celebrating 10 awards being conferred (4 institutional and 6 departmental, including Maynooth University and Royal College of Surgeons, Ireland as the first institutional awards under the expanded process and Dublin Institute of Technology as the first Institute of Technology to receive an AS award). We were delighted to have an address from Minister of State for Higher Education, Mary Mitchell O'Connor and presentations from Professor Chantal Davies (University of Chester); Dr Claire Murray (Diamond Light Source) and Advance HE's own Dr Kevin Guyan.

On November 10, the Gender Equality Taskforce, appointed by Minister Mitchell O'Connor, published a **Gender Action Plan** noting that 'engaging with the Athena SWAN process has been transformative for HEIs, according to stakeholder feedback'. This was warmly welcomed by our CEO, Alison Johns (<https://www.advance-he.ac.uk/news-and-views/advance-he-responds-to-the-gender-equality-taskforce-action-plan>).

Athena SWAN Review

The Athena SWAN Review Steering Group are currently undertaking their initial '**listening exercise**' prior to undertaking formal consultation next year (as laid out in their most recent update: <https://www.advance-he.ac.uk/news-and-views/update-from-the-chair-of-the-athena-swan-review-steering-group>).

Advance HE Subject-Led Network Events

Advance HE has launched a programme of engagement to develop a model for subject communities to address challenges across teaching and learning, leadership and equality, diversity and inclusion. Engagement events are taking place at Higher Education Institutions and online: <https://www.advance-he.ac.uk/news-and-views/subject-led-network-Cardiff>

Sector news

EHRC inquiry into racial harassment in higher education

The Equality and Human Rights Commission (EHRC) has launched an inquiry to understand the types of racial harassment experienced at publicly funded higher education institutions (HEIs), how easy and effective the routes for reporting racial harassment are in HEIs, and how effectively reports are dealt with. More information and links to the inquiry's staff and student surveys are available at: <https://www.equalityhumanrights.com/en/inquiries-and-investigations/racial-harassment-higher-education-our-inquiry>

Latest Advance HE publications

Research and Data briefing: Analysing Qualitative Data

This sixth briefing from Advance HE's knowledge and research team presents a short guide to analysing qualitative data, such as focus group transcripts or free-text survey responses, for practitioners working in universities and colleges. While remaining mindful of the contexts in which practitioners work and what is practical with limited resources and

competing commitments, this briefing discusses methods to demonstrate the success or failure of an initiative, report on progress or help make sense of a problem in your institution. <https://www.ecu.ac.uk/publications/analysing-qualitative-data/>

Further guidance and resources

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

- Panellist resources for both Charters: <https://www.ecu.ac.uk/equality-charters/athena-swan/panellists/panellist-resources/>
- 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-fags/> and resources: <https://www.ecu.ac.uk/equality-charters/athena-swan/athena-swan-resources/>
- Athena SWAN 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-fags/> and resources: <https://www.ecu.ac.uk/equality-charters/race-equality-charter/race-equality-charter-resources/>

Twitter highlights

We continue to share good practice from previous Athena SWAN applications and highlight new guidance and updates. Our top tweet from November 2018 highlighted features that panellists regularly commend in Athena SWAN submissions:

https://twitter.com/Athena_SWAN/status/1063348413226516480

Follow our updates on Twitter [@Athena_SWAN](https://twitter.com/Athena_SWAN) and [@ECURaceCharter](https://twitter.com/ECURaceCharter)

Athena SWAN and REC mailing lists

Please note that emailing to AthenaSWAN@jiscmail.ac.uk and 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 or RaceCharter@advance-he.ac.uk.