

## **Equality Charters October 2018 Update**

### **Athena SWAN April 2018 round results and award ceremonies**

#### **April 2018 results**

Results from the April 2018 round were released on 18 October. The success rate was 73%, up from 64% in the November 2017 round.

- = Success rate at level applied: 58%
- = Success at lower level: 15%
- = No award or year's grace: 27%
- = 148 awards were conferred (101 Bronze, 47 Silver)

Infographics and statistics can be found on our website: <https://www.ecu.ac.uk/equality-charters/athena-swan/2018-statistics/>

A list of all the award holders from the April 2018 round can be found here: <https://www.ecu.ac.uk/equality-charters/athena-swan/athena-swan-round-results/>

#### **Thank you!**

A huge thank you to all of our panellists and applicants for the time, hard work and commitment that they put in to this round.

#### **Award ceremonies**

The UK award ceremony will take place on **Monday 10 December at the University of Southampton**, and you can book your place here: <https://www.ecu.ac.uk/events/athena-swan-award-ceremony-april-2018-assessment-round/>

The Ireland award ceremony will take place on **Wednesday 14 November in Dublin**. You can now book a place at the Ireland award ceremony. If you have a 'My Academy' account you can book onto the event [here](#). If you do not have an account, you will need to register for a 'My Academy' account [here](#). You can then book onto [the event](#).

### **Athena SWAN Review**

The Athena SWAN Review Steering Group met in early October to discuss the consultation. The chair of the group, Julia Buckingham, wrote a blog of the next steps as part of the consultation which can be found here: <https://www.advance-he.ac.uk/news-and-views/update-from-the-chair-of-the-athena-swan-review-steering-group>

### **Submission deadlines**

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

The submission deadline for the November 2018 round is 5pm on Friday 30 November.

Information about how to submit can be found here: <https://www.ecu.ac.uk/equality-charters/athena-swan/next-assessment-round/how-to-submit/>

**We no longer request or accept hard copies of submissions, or send hard copies to panellists.**

This decision was made for data protection and environmental reasons. The majority of panellists now choose to view applications electronically or print their own, so many copies provided by applicants go to waste.

We recommend printing a test page of your submission to **ensure figures can be read in black and white**, should a panellist choose to print without colour.

**Data sharing agreements**

Following the new General Data Protection Regulations we will be sending data sharing agreements to all member institutions to sign (via Docusign). We have started with those that have sent an intention to submit for the next round, so please look out for the emails which will be sent to the key contacts for each institution.

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

**Latest publications**

**Research insight – Actions to mitigate the gender pay gap in English higher education**

This fifth Research Insight extends our previous research on the gender pay gap by using the public pay gap statements from 122 English higher education institutions (HEIs) to identify the most frequently mentioned gender equality initiatives currently operating in English HEIs and their association with institutional size, mission group and Athena SWAN participation.

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

**Equality in higher education: statistical report 2018**

Using data from the Higher Education Statistics Agency (HESA), the publication provides a snapshot of the age, disability, ethnicity and gender of staff and students in higher education for the 2016/17 academic year, as well as on the interplay of these identities (for example, female black students or male disabled staff). In addition, for the fourth consecutive year, the report presents information relating to institutional collection and return rates of gender reassignment, religion and belief and sexual orientation data.

<https://www.ecu.ac.uk/publications/equality-higher-education-statistical-report-2018/>

## **Equality in colleges in Scotland: statistical report 2018**

This seventh statistical report for colleges presents an equality-focused analysis of 2015/16 further education statistics (FES) collated by the Scottish Funding Council (SFC). Data and analysis are provided on age, disability, ethnicity and gender, the intersections of these identities, and on the optional protected characteristics religion and sexual orientation. The report also considers students' socioeconomic class, based on the Scottish Index of Multiple Deprivation and presents high-level regional data analysis. This report, alongside information gathered by colleges at local level, will continue to provide an evidence base to assist colleges to identify and tackle equality challenges. It will also assist the sector to further develop and assess progress against appropriate equality outcomes and embed equality in regional outcome agreements with the SFC.

<https://www.ecu.ac.uk/publications/equality-in-colleges-in-scotland-statistical-report-2018/>

## **Religion and belief: supporting inclusion of staff and students in higher education and colleges**

Advance HE has issued new guidance to higher education institutions across the UK, and Colleges in Scotland, on how to support the inclusion of staff and students of different faiths and beliefs including those with no religious beliefs.

<https://www.ecu.ac.uk/publications/religion-and-belief/>

## **Vacancies**

We currently have a range of vacancies within Advance HE, including three new members of the Charters team:

Head of Race Equality Charter (based in London or York):

<https://advancehe.peoplehr.net/Pages/JobBoard/Opening.aspx?v=ae61c7ac-c3f0-49d5-97c3-4978b5ec36f9>

Charters Adviser (based in London or York):

<https://advancehe.peoplehr.net/Pages/JobBoard/Opening.aspx?v=edbe98f1-00bf-4d6b-9134-df244d51354e>

Athena SWAN Programme Adviser (Ireland and Scotland) (based in London, York or Edinburgh): <https://advancehe.peoplehr.net/Pages/JobBoard/Opening.aspx?v=1b4d61c9-75e2-4be9-b003-1fba1db8ef19>

For more information about joining our wonderful team, and the other vacancies, see the Advance HE website: <https://www.advance-he.ac.uk/about-us>

## **Twitter highlights**

We continue to share good practice from previous Athena SWAN applications and highlight new guidance and updates. Our top tweet from October 2018 was about Ada Lovelace Day: [https://twitter.com/Athena\\_SWAN/status/1049645931333918720](https://twitter.com/Athena_SWAN/status/1049645931333918720)

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