Advance HE
Athena SWAN Charter

Awards Ceremony
April 2018
Athena SWAN Award Ceremony
10 December 2018 - SUSU, University of Southampton

11:30  Registration, refreshments, networking

12:00  Welcome
President and Vice-Chancellor, Professor Sir Christopher Snowden
University of Southampton

12:10  Open
James Greenwood-Lush
Advance HE

12:20  Professor Helen Beebee
Athena SWAN Patron

12:30  Athena SWAN institutional award presentations

12:45  New Silver Institutional Award Holders
Dr Hannah Bartlett, Aston University
Imelda Rogers, University of Exeter
Dr Kate Williams, University of Leicester

13:15  Lunch

14:15  Dr Ioana Latu
Queen's University Belfast

14:30  Athena SWAN departmental award presentations

15:10  Professor Sharon Mavin
Newcastle University

15:25  Close
James Greenwood-Lush
Advance HE

15:30  Depart
Introduction

UK awards conferred: 99 bronze, 47 silver

The Athena SWAN Charter was established in 2005 to encourage and recognise commitment to advancing the careers of women in science, technology, engineering, maths and medicine (STEMM).

In May 2015 the Charter was expanded to recognise work undertaken in arts, humanities, social sciences, business and law (AHSSBL), in professional and support roles, and for trans staff and students. The Charter now recognises work undertaken to address gender equality more broadly, and not just barriers to progression that affect women.

We are delighted to celebrate the presentation of 146 UK awards today. It is the culmination of many months’ work for institutions and departments, and for the Equality Charters team as well. We held 53 assessment panels in total, and would like to offer heartfelt thanks to the 275 panellists from across the sector for taking part.

We congratulate the sector for its ongoing commitment and achievement, and people’s work to improve gender equality for their colleagues, students, collaborators and the next generation. The April round saw increases in award success rates in both arts and sciences, particularly the former. This is the greatest number of awards we have ever made in a single round.

We would to thank the University of Southampton for hosting this awards ceremony.

James Greenwood-Lush
Head of Athena SWAN
Advance HE
About Athena SWAN

767 TOTAL AWARDS

103 University/Institute of Technology awards
647 Departmental awards
17 Research Institute awards

In the History of Athena SWAN

1946 Total applications
1358 Awards conferred
162 Athena SWAN members

Information correct as of 19 November 2018. Data includes Ireland and UK awards.
Speaker Biographies

Professor Sir Christopher Snowden
University of Southampton

Professor Sir Christopher Snowden FRS FREng FIET FIEEE FCGI joined the University of Southampton as President and Vice Chancellor in October 2015. One of his earliest decisions as President and Vice Chancellor was to assume the role of University EDI Champion. As EDI Champion, he has overseen the establishment of the University Executive Board as the University’s EDI Committee, supported by EDI Committees in each of our five faculties; endorsed the University’s successful Silver Athena SWAN award in 2016; signed the Race Equality Charter for Higher Education and sponsored the creation of the Shine BAME Staff Network; and championed the Pulse LGBT+ Staff Network. He commissioned the University’s first ‘Diversity Fortnight’ in 2017, celebrating our diverse community and successes in greater inclusion; research into the experiences of Black, Asian and minority ethnic (BAME) academics of our promotions process; the Respect campaign, to raise awareness of different types of bullying behaviour and how to tackle them; and the introduction of Extended Carers’ Leave to support staff with dependents going through exceptional circumstances.

Professor Helen Beebee
Athena SWAN Patron

Helen Beebee is Samuel Hall Professor of Philosophy at the University of Manchester. She was Director of the British Philosophical Association (BPA) from 2007 to 2011, during which time she established the BPA and Society for Women in Philosophy UK’s joint Committee for Women in Philosophy, which she co-chairs with Jenny Saul.
Hannah Bartlett qualified as an optometrist in 2001 and received a PhD in ocular nutrition in 2005. She was appointed as a lecturer at Aston University in 2007, and is currently a reader in optometry. Her research is broadly based around the role of nutrition in ocular disease, but has included the development and evaluation of ophthalmic instrumentation, clinical trials, and investigations of the psychology of nutritional behaviour. Hannah is currently programme director for Aston’s collaborative optometry programme with Parkway College in Singapore. She achieved a Master’s in Education in 2017 and is a Senior Fellow of the Higher Education Academy. Hannah formed Aston’s first women’s network, Inspiring Women at Aston, in 2015 and joined the University Athena SWAN self-assessment team soon afterwards. She worked under the guidance of Professor Alison Hodge, leading the University to a Silver award in 2018.

Kate Williams is an established Health Services Researcher at the University of Leicester. Her research focus is on women’s health and she has been leading research in this area for the past 25 years undertaking randomised controlled trials and mixed methods studies particularly of complex health interventions. She has received funding from the Medical Research Council, National Institute for Health Research and various charities and has published widely. Kate has held a keen interest in equality, diversity and inclusion throughout her career, from Departmental Equalities Officer to Deputy Pro-Vice Chancellor (DPVC) for Equality, Diversity and Inclusion (EDI). She was chair of the Health Sciences Athena SWAN self-assessment team – the first department at Leicester to gain a silver award and went on to be Gender Equality Lead for the College of Life Sciences, which saw a further four departments gain silver awards. In her University role she has led the development of the University Equality, Diversity and Inclusion strategy and revised the EDI governance structure to reflect the Universities commitment to take an intersectional approach to the range of protected characteristics.
Ioana Latu is a Lecturer in Experimental Social Psychology at Queen’s University Belfast. She obtained her PhD in Social Psychology at Georgia State University, USA in 2010. Before joining Queen’s in 2016, she was an Assistant Professor of Psychology at Rutgers University, USA and a Fellow of the Swiss National Science Foundation at the University of Neuchâtel in Switzerland.

Ioana’s research focuses on understanding and reducing intergroup biases, with a specific focus on gender biases in organisational and academic contexts. She is particularly interested in analysing the interpersonal mechanism through which women are negatively influenced by existing implicit and explicit gender stereotypes in actual social interactions such as job interviews and negotiations. Her current research, funded by an EPSRC Inclusion Matters grant, seeks to understand and reduce potentially negative attitudes towards gender equality initiatives in STEM fields.

Ioana is a SWAN Champion in the School of Psychology at Queen’s University Belfast, a School which renewed its gold award in 2017. She also teaches Psychology of Gender at the undergraduate level.

Professor Sharon Mavin
Newcastle University

Sharon Mavin is Director of Newcastle University Business School and Professor of Leadership and Organization Studies. Fellow of the Academy of Social Sciences, Fellow of the British Academy of Management and Chair of the Association of Business School’s Diversity Committee, Sharon is a proud feminist and passionate advocate for social justice and the rights of girls and women. Sharon’s research considers women leaders and their experiences and the impact of gendered media on the careers of women professionals. In particular Sharon challenges how men and women leaders are evaluated differently and the consequences of these evaluations. Mother to a teenage girl she has first-hand experience of the impact of social media on young women. Sharon is co-editor of Gender, Media and Organization: Challenging Mis(s)Representations of Women Leaders and Managers (2016); Associate Editor of the International Journal of Management Reviews and was co-editor of Gender in Management: An International Journal. Her research focuses upon leadership, identity and gender, Sharon was an Ambassador to ‘Board Apprentice’ a global organisation committed to increasing diversity on company boards and was an Apprentice to the Board of a JPMorgan Investment Trust. Sharon’s research has received a number of awards including the International Foundation for Training and Development Organisations – Global HRD Award 2015: Research Excellence Category and Overall joint Winner. Recent publications: Human Relations, The British Journal of Management, Gender Work & Organization, Organization and The International Journal of Management Reviews.
Bronze Institutional awards

**Abertay University**
Good practice: A new opportunity for Teaching Fellows to be promoted, accompanied by career development plans including the option to do a part-time PhD.

**Anglia Ruskin University**
Good practice: Working Parent Workshops that aim to boost confidence, and support career progression and development of a better work/life balance.

**Bangor University**
Good practice: Expanding science scholarship support to include arts, humanities, social science, business and law students, and male students.

**British Antarctic Survey**
Good practice: Use of technology is embedded to facilitate interaction between local and remote staff members.

**De Montfort University**
Good practice: Co-opting less senior and early career staff onto university committees and faculty executive boards.

**Liverpool John Moores University**
Good practice: Public Athena Lecture Series that features female role models and helps raise awareness of intersectionality.

**London School of Hygiene and Tropical Medicine**
Good practice: Specific carers leave policy for staff, which includes five days paid leave.

**Teesside University**
Good practice: Staff whose partners (including same sex couples) are pregnant, are entitled to paid leave to attend two antenatal appointments.

**University of Chester**
Good practice: Annual Diversity festival.

**University of Hertfordshire**
Good practice: Carers' Toolkit that offers easily accessible information for staff with caring responsibilities.

**University of Hull**
Good practice: Programme for Women Achieving Excellence in Research (PoWER) introduced to improve career opportunities for female researchers.

**University of Lincoln**
Good practice: Academic Returners' Research Fund, a support package for academics taking maternity leave.

**University of Manchester**
Good practice: Proactive stance to support women through the menopause.

**University of Plymouth**
Good practice: Structured discussions with staff regarding the new promotions policy, with insights informing the interventions.

**University of Roehampton**
Good practice: The workload model leaves 100 hours for unforeseen circumstances during the year, such as covering a colleague.

**Institute of Zoology, Zoological Society of London**
Good practice: Staff contact points for bullying and harassment.
Silver Institutional awards

Aston University
Good practice: Offering English Language training to cleaning staff, as well as opportunities for them to complete apprenticeships.

Babraham Institute
Good practice: Annual Lab talks screened in a child-friendly room.

University of Edinburgh
Good practice: Time off for dependants policy, allowing 10 days paid leave per year.

University of Exeter
Good practice: Increasing paternity leave to six weeks on full-pay (eligible from the first day of employment) and renaming it Paternity/Partner Leave to be more inclusive of same-sex couples.

University of Leicester
Good practice: Launch of a menopause policy including a menopause café for Leicester colleagues and partner organisations, to share their stories and experiences about menopause.

University of Nottingham
Good practice: Proactive addressing of the gender pay gap, including equalising Professorial starting pay levels and a proactive correction to the imbalance in starting salaries for female academics.

University of Warwick
Good practice: Warwick Academic Returners Fellowship to 'buy out' teaching and administrative duties.
Bronze Departmental Awards

**Abertay University**  
School of Science, Engineering and Technology  
Good practice: Leadership development, including the two-day programme for managers and engagement with Aurora.

**Aberystwyth University**  
Computer Science  
Good practice: Staff can get financial support for childcare when attending conferences.

**Bangor University**  
School of Ocean Sciences  
Good practice: Equality away day for all staff to provide feedback on the recent staff survey.

**Bournemouth University**  
Media Production  
Good practice: "Parallel" teaching cover from five weeks before the start of maternity leave, to ensure a smooth transition and safety net in case of early delivery or late complications.

**Canterbury Christ Church University**  
School of Human and Life Sciences  
Good practice: Enhanced paternity pay for staff with more than one year’s service.

**Cardiff Metropolitan University**  
Cardiff School of Art & Design  
Good practice: Senior Management Team do not email outside of office hours.

**Cardiff University**  
Maths  
Good practice: Use of open-ended posts to cover staff on sabbatical leave.

**Cardiff University**  
Optometry and Vision Sciences  
Good practice: Dedicated research mentor for early career staff.

**Durham University**  
Computer Science  
Good practice: Holding an EDI training and introductory session for undergraduate and postgraduate taught students during their induction week.

**Durham University**  
Durham University Business School  
Good practice: Action to ensure a gender balanced representation on reading lists.

**Durham University**  
History  
Good practice: Director of recruitment and staff development recruited to support individuals’ training needs.

**Durham University**  
Theology and Religion  
Good practice: At least 50% of all individuals contacted and invited to apply for each vacancy will be women.

**Edge Hill University**  
Psychology  
Good practice: Progressive peer coaching scheme for students.
Bronze Departmental Awards (cont.)

Imperial College London
Department of Civil and Environmental Engineering
Good practice: Undergraduates have the opportunity to be part of research projects through the Undergraduate Research Opportunity Programme (UROP).

Keele University
Chemical and Physical Sciences
Good practice: Recruitment requires candidates to show strong commitment to EDI principles.

Keele University
Institute of Science & Technology in Medicine
Good practice: Support for a Daphne Jackson Trust fellow, with a 50% salary contribution from the institute.

Keele University
School of Medicine
Good practice: Consideration of flexible working for professional and support staff, including staggered starts and finishes, rotating afternoons off and change of base working.

Keele University
School of Politics, International Relations, Philosophy and Environment
Good practice: Anyone returning from maternity or adoption leave will be offered the opportunity to apply for research leave within the year after their return.

King’s College London
English Department
Good practice: Introduction of the ‘considerate communications’ email policy, reducing emailing to core hours and addressing the content, tone and audience of email communications.

Newcastle University
Business School

Newcastle University
School of Arts and Cultures
Good practice: Use of deputies, role sharing and shadowing to offer development opportunities.

Newcastle University
School of Computing
Good practice: Appointment of a School Transitions Officer, who contacts applicants to outline the support available to them.

Newcastle University
School of Engineering
Good practice: Motivating, Inspiring and Nurturing (MINT) outreach day to encourage Year 9 girls to consider studying engineering.

Newcastle University
School of Modern Languages
Good practice: Development of an alternative three year degree programme for students who are unable to complete a year abroad.

Newcastle University
School of Natural and Environmental Science
Good practice: Following a school restructure, a comprehensive programme of training sessions were held to ensure staff have the skills necessary to be successful in their new roles.

Queen Mary, University of London
School of Biological and Chemical Sciences
Good practice: 12 months PDRA support for staff on parental/shared parental/adoption leave.
Bronze Departmental Awards (cont.)

Queen Mary, University of London  
School of Business and Management  
Good practice: Review of teaching assistant contracts in consultation with trade unions.

Queen Mary, University of London  
School of Engineering and Materials Science  
Good practice: Part-time working guarantee, which ensures staff can return to previous working hours following a reduction in hours.

Queen's University Belfast  
School of Law  
Good practice: Athena SWAN Champion makes contact with all new staff to highlight the school’s gender equality commitment, work/life balance and family friendly policies.

Royal Holloway, University of London  
School of Biological Sciences  
Good practice: Teaching and marking load is reduced for staff prior to maternity leave, with marking support provided by the department.

Swansea University  
Biosciences  
Good practice: Free crèche facilities available for staff on open days.

University College London  
Division of Biosciences  
Good practice: Offering Research Assistants the opportunity to obtain a PhD while working part-time.

University College London  
Division of Psychiatry  
Good practice: Appointment of two dignity at work advisors and mandatory training for staff on dignity at work.

University College London  
Institute of Ophthalmology  
Good practice: Childcare Support Awards to assist early career and postgraduate researchers to attend meetings, such as external conferences.

University College London  
School of Pharmacy  
Good practice: Email etiquette policy.

University College London  
UCL Medical School  
Good practice: Lobbying the university for the ability to promote Principal Teaching Fellows. The position of Professional Teaching Fellow was instituted in 2017.

University of Aberdeen  
Institute of Medical Sciences  
Good practice: Development of IDEALL (Integrating Equality and Diversity for ALL), a group with the aim of developing and promoting practical initiatives to make working life better.

University of Aberdeen  
School of Engineering  
Good practice: Women in Engineering Summer conference – developed in partnership with local schools and industry – for 50 girls aged 15-17.

University of Aberdeen  
School of Geosciences  
Good practice: Visiting female researcher scheme to provide female role models for students in Geology, which has a low number of female staff.
Bronze Departmental Awards (cont.)

University of Bath
Politics, Languages and International Studies
Good practice: Consideration of gender in the curriculum and plans to conduct a review of reading lists, syllabi and programmes run by the department.

University of Birmingham
College of Medical and Dental Sciences
Good practice: Athena SWAN parental leave project support grant, to assist staff by funding a technician to maintain their projects whilst on leave.

University of Birmingham
English, Drama, and American and Canadian Studies
Good practice: Requirement for all interview panels to include an early career academic which supports broader diversity of panel representation in the School.

University of Brighton
School of Applied Social Science
Good practice: Mentoring activity, including staff undertaking an accredited course in research mentoring training, enabling them to offer further workshops.

University of Bristol
School of Chemistry
Good practice: Action to include a diversity observer in interviews for core staff.

University of Bristol
School of Law
Good practice: Ownership of the Distinguished Alumni lectures being taken over by the school, leading to an immediate increase in the proportion of women speakers.

University of Cambridge
Genetics
Good practice: Establishment of the Genetics Seminar Series Committee, following which there has been an increase in the proportion of women speakers and hosts.

University of Dundee
School of Science and Engineering
Good practice: A male and female contact is listed on all job adverts.

University of East Anglia
Norwich Business School
Good practice: MBA programme developed to attract employer-sponsored apprenticeship degree students from female dominated workforces (e.g. the NHS).

University of East London
School of Psychology
Good practice: Research seminars are recorded and available online for staff and students.

University of Essex
Mathematical Sciences
Good practice: Action to establish a departmental fund to support PhD students with caring costs incurred as a result of attending training and conferences.

University of Hull
School of Environmental Sciences
Good practice: Using an undergraduate orientation treasure hunt as an opportunity to use the work of famous female scientists in Geography and Geology as clues.
Bronze Departmental Awards (cont.)

University of Hull
School of Mathematical and Physical Sciences

University of Kent
Psychology
Good practice: Adaptation of toilets to be “all welcome” facilities.

University of Kent
School of Computing
Good practice: Introduction of the ‘Year in Computing’ option for any student at the University of Kent to study Computer Science for one year.

University of Kent
School of Engineering and Digital Arts
Good practice: Academics returning from maternity or adoption leave are granted a reduced teaching and administrative load, to assist in re-establishing their research or scholarship activities.

University of Kent
School of Social Policy, Sociology and Social Research
Good practice: Extention of paternity leave to four weeks.

University of Leicester
Department of Informatics
Good practice: New staff are partnered with a buddy.

University of Liverpool
School of Histories, Languages & Cultures
Good practice: Giving more structure to and monitoring the effectiveness of KIT days by providing a compendium of key decisions and meeting action points taken during KIT days.

University of Liverpool
School of Law & Social Justice
Good practice: 'Tackling Sexism on Campus' event for students.

University of Manchester
School of Earth and Environmental Sciences
Good practice: Checklist created for line managers to provide a standardised ‘return to work’ briefing for staff returning from parental leave.

University of Oxford
Department of Computer Science
Good practice: The department offers up to £250 towards the cost of caring commitments of people invited to interview.

University of Oxford
Department of Economics
Good practice: Consideration of how different modes of assessment can influence student experience and gender trends.
Bronze Departmental Awards (cont.)

University of Plymouth
School of Computing, Electronics and Mathematics
Good practice: Deputy chairs appointed for all senior committees, who must identify as a different gender to the chair.

University of Plymouth
School of Engineering
Good practice: A crèche is available at open days.

University of Plymouth
School of Nursing & Midwifery
Good practice: All programmes are available to study part time.

University of Plymouth
School of Psychology
Good practice: Lecture on unconscious bias open to the whole university, utilising the expertise of staff.

University of Salford
School of Health Sciences
Good practice: Initiation of a scheme to offer up to £6000 to support research activities on return from extended leave.

University of Southampton
Faculty of Health Sciences
Good practice: Launch of the “Be extraordinary” campaign to widen the pool of students.

University of Southampton
School of Economic, Social and Political Sciences
Good practice: Re-evaluation of the workload model following gendered feedback.

University of St Andrews
School of History
Good practice: ‘Breaking through the glass ceiling’ subject specific event with high profile academic speakers.

University of St Andrews
School of Mathematics & Statistics
Good practice: Provision of on-site crèche facilities for school conferences.

University of Strathclyde
Chemical and Process Engineering
Good practice: The “Really Small Science” outreach programme, which promotes science to the public and in schools.

University of Strathclyde
School of Psychological Sciences & Health
Good practice: Introduction of a rotation system for senior citizenship roles, including Directors, which will have a tenure of three years.

University of Strathclyde
Strathclyde Business School
Good practice: Plans to conduct a gender-sensitive review of teaching materials to ensure that course design and materials do not enforce gender stereotypes.
Bronze Departmental Awards (cont.)

University of Surrey
Centre for Environment and Sustainability
Good practice: Annual retreat on which staff and postgraduate research students undertake a day of volunteering activity.

University of Surrey
Electrical and Electronic Engineering
Good practice: Proactive contact with postgraduate research applicants post-offer, to increase conversion.

University of Surrey
School of Health Sciences
Good practice: Pilot of a “track change” approach to enable a career pathway from teaching to research.

University of Sussex
School of Engineering and Informatics
Good practice: Mentoring circle scheme; cross-disciplinary mentoring for post-doctoral researchers.

University of Warwick
Politics and International Studies
Good practice: Paid Research Assistant roles for undergraduate and postgraduate taught students to work first hand with academics on research projects.

University of York
Archeology
Good practice: Promotions Advisory Panel will review all staff’s CVs annually.
Silver Departmental Awards

**Birkbeck, University of London**  
Biological Sciences  
Good practice: PDRA training programme, including supervision workshops to support career development.

**Imperial College London**  
Department of Medicine  
Good practice: £5000 Postdoctoral Travel Award scheme includes provision for childcare costs.

**Keele University**  
Research Institute for Primary Care & Health Sciences  
Good practice: Support for women with musculoskeletal conditions to join and progress in the Patient and Public Involvement and Engagement team.

**King’s College London**  
Faculty of Dentistry, Oral & Craniofacial Sciences  
Good practice: Dedicated private room equipped for breastfeeding and refrigerated milk storage.

**King’s College London**  
Faculty of Life Sciences & Medicine  
Good practice: All executive positions are fixed term to enable rotation.

**Lancaster University**  
Faculty of Health and Medicine  
Good practice: ‘Grow your own anatomist’ via a role that combines PhD study with teaching, and leads to a permanent academic post.

**London School of Hygiene and Tropical Medicine**  
Public Health & Policy  
Good practice: Specific carer’s leave policy for staff, which includes five days paid leave.

**Newcastle University**  
Faculty of Medical Sciences  
Good practice: Returners’ Programme providing flexible support to minimise the impact of extended leave on career development.

**Oxford Brookes University**  
Faculty of Health and Life Sciences  
Good practice: Fellowship scheme to support career progression of research students/post-docs into permanent academic appointments, which has since been adopted by the wider university.

**Royal Holloway, University of London**  
Department of Physics  
Good practice: All academic staff are considered for promotion annually by the Departmental Promotions Committee.

**Royal Holloway, University of London**  
Geography  
Good practice: PhD wellbeing programme.

**University College London**  
Biochemical Engineering  
Good practice: Staff receive one teaching-free term on their return from maternity leave.

**University College London**  
Institute of Cardiovascular Science  
Good practice: Maternity and return to work group for all staff with or planning to have children.
Silver Departmental Awards (cont.)

University of Birmingham
School of Physics and Astronomy
Good practice: New system allowing PhD studentships to start throughout the year, to match maternity return dates.

University of Birmingham
School of Sport, Exercise and Rehabilitation Sciences
Good practice: School work/life balance policy and guidance on email etiquette to mitigate the effects of an “always on” culture.

University of Brighton
School of Pharmacy & Biomolecular Sciences
Good practice: Mentoring and support opportunities that have resulted in the transition of professional and support staff to academic staff roles.

University of Bristol
School of Biological Sciences
Good practice: Introduction of Deputies for all senior roles to give carers the freedom to take on senior responsibilities. This led to the appointment of the incoming Head of School.

University of Cambridge
Sainsbury Laboratory
Good practice: Attention to visiting students, including the VS Buddy Scheme, Summer Career Session and Poster Afternoon.

University of Dundee
School of Life Sciences
Good practice: The school successfully lobbied to change the University shared parental leave policy.

University of East Anglia
School of Psychology
Good practice: All permanent posts are advertised as welcoming part and full-time applicants and open to flexible working.

University of Edinburgh
School of Divinity
Good practice: Question added to the course proposal form, to address how the course contributes to the school’s equality and diversity commitment.

University of Exeter
College of Life and Environmental Sciences (CLES) Cornwall
Good practice: Pop-up nursery for children of academic visitors to an international conference hosted by CLES Cornwall.

University of Exeter
Physics and Astronomy
Good practice: Successful and active Early Career Researchers Network, which has now grown to College level.

University of Glasgow
School of Physics and Astronomy
Good practice: Interviewees are eligible for carer (e.g. childcare) expenses paid for by the school.

University of Hertfordshire
Health and Social Work
Good practice: Menopause network established in 2016.
University of Hertfordshire
Physics, Astronomy and Mathematics
Good practice: The School has a transparent workload allocation model, which is perceived very well with staff.

University of Huddersfield
School of Applied Sciences
Good practice: Annual school-specific ‘Making Professor’ workshop.

University of Liverpool
Institute of Psychology, Health & Society
Good practice: Research Skills Database exclusively for research staff to facilitate a more streamlined pathway for staff on fixed-term contracts.

University of Manchester
School of Biological Sciences
Good practice: Training for senior staff on how to write a letter of support for a staff member applying for promotion.

University of Manchester
School of Chemistry
Good practice: Personnel Committee screens cases for additional increments and makes adjustments as appropriate, leading to a female professor being given a larger raise than requested.

University of Manchester
School of Health Sciences
Good practice: Ensuring the plans for maternity leave cover are in place within the first 6 months of pregnancy, to reduce anxiety and so that cover is available if a staff member needs to take leave sooner than anticipated.

University of Manchester
School of Medical Sciences
Good practice: An annual conference for professional and support staff, and career development workshops specific for these staff.

University of Nottingham
School of Biosciences
Good practice: All technical staff are encouraged to work towards Professional Registration at their appropriate level (RSci Tech, RSci or Chartered Sci), as this rewards experience rather than qualifications.

University of Oxford
Department of Paediatrics
Good practice: Establishment of 4 ‘Middle Career Researcher’ Fellowships to nurture the careers of outstanding young investigators.

University of Oxford
Department of Physics
Good practice: Fixed term contract scheme, under which any fixed term contract renewal or extension requires the supervisor and employee to formulate a career development plan.

University of Oxford
Department of Psychiatry
Good practice: Autumn School in Academic Psychiatry to attract medical students and junior doctors into academic psychiatry.

University of Oxford
Nuffield Department of Orthopaedics, Rheumatology and Musculoskeletal Sciences (NDORMS)
Good practice: Comprehensive suite of support for postdoctoral researchers, including access to mentoring and teaching opportunities.
Silver Departmental Awards (cont.)

University of Sheffield
Mechanical Engineering
Good practice: Business Administration Apprenticeship programme for professional and support staff.

University of Warwick
School of Life Sciences
Good practice: Junior staff act as observers on interview panels, to support their development and widen the pool of panellists for future interview rounds.

University of Warwick
Warwick Business School
Good practice: Gender balanced departmental staffing committee with oversight of all major staffing decisions, including recruitment.
Advance HE’s Athena SWAN Charter

Enabling universities and their departments, as well as independent, publicly funded research institutes, to apply for awards recognising their commitment to the advancement of gender equality.

The charter principles address gender equality in its broadest sense and across all disciplines.
Find out more

For more information about Athena SWAN visit:
www.advance-he.ac.uk/AthenaSWAN
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