Equality Challenge Unit’s (ECU’s) 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), and 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 118 successful awards today. It is the culmination of many months work for institutions and departments, and for ECU as well. We held 44 assessment panels in total, and would like to thank the 209 panellists from across the sector for taking part.

Fourteen institutions and 104 departments have gained Athena SWAN awards this round. This is the third awards round where institutions and departments have been able to apply for recognition of their work in AHSSBL, alongside STEMM disciplines, and we were delighted to see the number of applications using the new criteria. There was a 70 per cent success rate using the new criteria, which is up from 62 per cent in the previous awards round.

We would like to thank the Imperial College London for hosting this awards ceremony.

Dr Ruth Gilligan
Athena SWAN Manager
Equality Challenge Unit

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**Introduction**

- **69.8%** overall success rate
- **67.5%** pre-May success rate
- **70.5%** post-May success rate
- **118** award winners
- **83** bronze awards
- **34** silver awards
- **1** gold awards
<table>
<thead>
<tr>
<th>Time</th>
<th>Activity</th>
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<tbody>
<tr>
<td>10:30</td>
<td>Registration, refreshments, networking and photos</td>
</tr>
<tr>
<td>11:00</td>
<td>Open, Sarah Dickinson Hyams</td>
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<tr>
<td>11:05</td>
<td>Welcome, Professor James Stirling</td>
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<td></td>
<td>Imperial College London</td>
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<td>11:20</td>
<td>David Ruebain</td>
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<td>Chief Executive, Equality Challenge Unit</td>
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<tr>
<td>11:30</td>
<td>Professor Helen Beebee</td>
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<td></td>
<td>Athena SWAN Patron</td>
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<tr>
<td>11:40</td>
<td>Institutional award presentations</td>
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<tr>
<td>12:15</td>
<td>Professor Susan Wray and Sally Middleton</td>
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<td>University of Liverpool</td>
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<tr>
<td>12:30</td>
<td>Departmental award presentations</td>
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<td>13:30</td>
<td>Lunch</td>
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<td>14:25</td>
<td>Professor Judith Stephenson</td>
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<td>University College London</td>
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<td>14:40</td>
<td>Sandra Brown</td>
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<td>Queen Mary University of London</td>
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<td>14:55</td>
<td>Close, Sarah Dickinson Hyams</td>
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<td>Head of Equality Charters, Equality Challenge Unit</td>
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<td>15:00</td>
<td>Depart</td>
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Professor James Stirling CBE FRS became the first Provost of Imperial College London in August 2013. Before joining Imperial, Professor Stirling was the head of the Cavendish Laboratory at the University of Cambridge.

He completed an undergraduate degree in mathematics at Peterhouse, Cambridge, graduating with first class honours in 1975 and obtained his PhD in theoretical particle physics in 1979. After conducting research globally he was appointed to a lectureship at Durham in 1986. He was promoted to senior lecturer in 1989, to reader in 1990 and to professor in mathematical sciences and physics in 1992. In 2000 Professor Stirling became the first director of the new Institute for Particle Physics Phenomenology (IPPP) at Durham University.

From 2001 to 2003, he served as the first chair of the PPARC Science Committee. In 2005 Professor Stirling was appointed Pro-vice-chancellor for research at Durham University, a post which he held for three years before moving to Cambridge to take up the Jacksonian Professorship in September 2008. In recognition of his contribution to particle physics research he was elected to the Fellowship of the Royal Society in May 1999 and in 2006 he was awarded a CBE in the New Year’s Honours list for services to science. He has been a member of the physics panel in two Research Assessment Exercises (2001 and 2008) and was deputy chair of the 2008 panel.
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 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. In this role, she co-authored, with Saul, a report, ‘The underrepresentation of women in philosophy in the UK’, in 2011; in 2014, the BPA and SWIP launched its ‘Good practice scheme’, aimed at encouraging philosophy departments, learned societies, and journal editorial boards to implement a range of measures to improve the representation of women.

Professor Beebee works primarily in metaphysics and has published widely on causality, freedom of the will, laws of nature and related topics. She is an honorary professor at the University of Sydney and, in 2015-16, president of the British Society for the Philosophy of Science.

Professor Susan Wray
University of Liverpool

Professor Susan Wray is the University of Liverpool’s Director of Athena SWAN. She has a long standing interest in gender equality, and is enjoying working with colleagues throughout the institution to build on the excellent progress already made in this area. She is an expert in uterine physiology and leads a group based at Liverpool Women’s Hospital researching problems associated with childbirth. She is co-director of the Harris/Wellbeing of Women Centre for Preterm Birth Research.
Sally Middleton
University of Liverpool

Sally Middleton is the University of Liverpool’s Gender Equality Officer. She has worked in the university’s diversity and equality team since 2006 and was appointed to her current role two years ago. Sally played a key role in developing the university’s Silver Athena SWAN application and has supported six successful departmental applications. She has provided departments with data, support and advice and internal peer review via mock Athena SWAN panels made up of staff who volunteer on the national Athena SWAN panels.

Professor Judith Stephenson
University College London (UCL)

Judith Stephenson is the Margaret Pyke Professor of Sexual & Reproductive Health at UCL, Programme Director for Maternal Health, UCL Partners (Academic Health Science Partnership) and Honorary Consultant in Women’s Health at UCLH.

Judith’s research in sexual and reproductive health has changed policy and practice nationally and internationally, particularly in relation to chlamydia screening. Her current research focus is on improving use of contraception, how women plan and prepare for pregnancy and how early intervention can improve mother and child health across the life course.

She received the UCL prize for Leadership in Public Engagement in 2012, an NIHR Senior Investigator Award in 2014 and Women of Achievement in Healthcare from Women in the City, 2015.
Sandra Brown
Queen Mary University of London

Sandra Brown is the Diversity and Inclusion Manager at Queen Mary University of London. An equality and diversity practitioner for over 20 years she has worked in the Home Office, advising ministers on equalities legislation and in the police service, to implement the recommendations from the Macpherson Inquiry into the death of Stephen Lawrence. Her areas of interest and expertise include but are not limited to, gender, race and disability.

In 2012 she joined King’s College London and was instrumental in King’s efforts to receive external accreditation for work related to improving the representation of women in science (Athena SWAN Charter) and black and minority ethnic staff (Race Equality Charter) within senior positions.

Sandra is a school governor and is also a mentor for the Windsor Fellowship.

Awards
Universities and Research Institutes

In the list of awards that follows, pre- and post-May 2015 awards can be distinguished by the logo displayed.

pre-May 2015 process  post-May 2015 process
**Coventry University**
*Bronze*
= Joined 2012

**Good practice example:** ‘Project rebalance’ being used to significantly decrease the number of staff on fixed-term contracts.

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**Birmingham City University**
*Bronze*
= Joined 2013

**Good practice example:** ‘What’s Athena SWAN got to do with me?’ consultation sessions to encourage male staff to actively engage with the Athena SWAN Charter.

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**Cranfield University**
*Bronze*
= Joined 2014

**Good practice example:** The university has established a research and innovation office to provide additional support for researchers to understand their eligibility for external research funding, expectations of the funding bodies and the best match for research ideas to funding schemes.

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**Heriot-Watt University**
*Bronze*
= Joined 2005

**Good practice example:** The university is considering the impact of pay and benefits negotiations at the point of job offers. They are looking at gender disparities and how the process can be made more transparent and fair.

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**City, University of London**
*Bronze*
= Joined 2014

**Good practice example:** Plans to analyse data from module feedback to examine any gender biases.

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**King’s College London**
*Bronze*
= Joined 2007

**Good practice example:** Establishment of a technical services network, and contribution to the HEFCE-funded national consultation project seeking to develop a career development framework for technicians.

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**Leeds Beckett University**
*Bronze*
= Joined 2014

**Good practice example:** Outreach activities with intersectional objectives, including the Larkia summer programme for girls from a South Asian background.

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**Queen Mary University of London**
*Silver*
= Joined 2005

**Good practice example:** Athena SWAN Charter representatives attend promotion meetings as independent observers.

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**University of Aberdeen**
*Bronze*
= Joined 2011

**Good practice example:** The university requires the convenor of an interview panel to complete a committee decision form which includes their comments on how the appointment has contributed to the diversity of the university.

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**University of Liverpool**
*Silver*
= Joined 2008

**Good practice example:** The university ring-fenced a car park for use by staff with caring responsibilities.

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**University of Stirling**
*Bronze*
= Joined 2011

**Good practice example:** Aurora participants undertake an institutional project, for example, running a conference on everyday sexism and research projects on gendered research performance.

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**University of the Highlands and Islands**
*Bronze*
= Joined 2015

**Good practice example:** The use of remote working technology and video-conferencing to increase participation at meetings and other events.
In the list of awards that follows, pre- and post-May 2015 awards can be distinguished by the logo displayed.

pre-May 2015 process

post-May 2015 process

Aston University
School of Engineering and Applied Science
Silver

Good practice example: Ability for staff to use a staggered approach to transition to part-time and back to full-time work after career breaks.

Brunel University London
Department of Life Sciences
Bronze

Good practice example: A mothering room, designed to provide an area for rest during and after pregnancy, and also a comfortable, welcoming and hygienic environment for the expression and storage of milk.

Cardiff Metropolitan University
Cardiff School of Health Sciences
Bronze

Good practice example: A personal integration plan is developed for staff returning from any extended period of absence, to permit adjustment to the working environment.

Cardiff Metropolitan University
Cardiff School of Sport
Bronze

Good practice example: Partnerships with Sport Wales and Sport Cardiff to promote women in sport.

Cardiff University
School of Earth and Ocean Sciences
Bronze

Good practice example: Provision of bespoke training for staff and students, and a best practice guide for fieldtrip planning and equality impact assessments.

Durham University
Department of Psychology
Silver

Good practice example: The department declines to send representatives to institutional meetings starting at 8am, as these are outside of their core hours (10am-4pm).

Edinburgh Napier University
School of Computing
Bronze

Good practice example: The school’s centre for computing education research will conduct a study into the motivations for women selecting computing courses.
Edinburgh Napier University
School of Engineering and Built Environment
Bronze

Good practice example: Consultation of focus groups clearly linked to the development of Athena SWAN action plan.

Keele University
School of Computing and Mathematics
Bronze

Good practice example: Equality and diversity training for student ambassadors.

King’s College London
Institute of Pharmaceutical Sciences
Bronze

Good practice example: The institute has developed a career trajectory template to assist staff and students in capturing and structuring their development activities. Staff are encouraged to routinely collect ‘evidence’ under set headings to facilitate the PDR process.

King’s College London
Department of History
Bronze

Good practice example: Addition of new module topics to incorporate history of, and historical scholarship by, women and underrepresented groups.

Lancaster University
Department of Mathematics and Statistics
Bronze

Good practice example: The annual ‘Florence Nightingale Day’ which targets female pupils in years 11 and above, encouraging the students to consider careers in the mathematical sciences.

Liverpool School of Tropical Medicine
Faculty of Clinical Sciences and International Public Health
Bronze

Good practice example: Development of a comprehensive family-leave checklist to guide conversations prior to leave commencing.

Loughborough University
School of Architecture, Building and Civil Engineering
Bronze

Good practice example: A range of interesting outreach activities, including the ‘lesson in a box’ which comprises a lesson plan and activities for GCSE-level students.

King’s College London
Analytical and Environmental Science Division
Bronze

Good practice example: Development of a feeder module to attract undergraduates to postgraduate taught course.

Liverpool School of Tropical Medicine
Faculty of Biological Sciences
Bronze

Good practice example: Creation of a childcare fund for staff utilising keeping in touch days, after the cost of arranging one-off childcare was identified as a barrier to uptake.

Open University
Department of Mathematics and Statistics
Bronze

Good practice example: Interactive online diagnostic quizzes which enable students to make informed decisions on which module to study and give constructive criticism and alerts tutors to areas in which individual students may require additional support.

Oxford Brookes University
Faculty of Technology, Design and Environment
Bronze

Good practice example: Designing a shared spreadsheet to record examples of inclusive teaching, role models, gender-focused research, links with external organisations, outreach activities and more.

Lancaster University
Department of Physics
Silver

Good practice example: Childcare funding for visitors to the department.

Newcastle University
School of Agriculture, Food & Rural Development
Silver

Good practice example: Strategic review of postgraduate taught programmes to assess flexible delivery approaches for students with caring responsibilities.

18
Plymouth University
School of Geography, Earth and Environmental Sciences
Bronze
= University award level: Bronze

Good practice example: Support network for new lecturers.

Plymouth University
Peninsula Schools of Medicine and Dentistry
Silver
= University award level: Bronze

Good practice example: Crèche facilities were offered at the faculty away day, which was well received by attendees.

Queen's University Belfast
School of Mathematics and Physics
Silver
= University award level: Silver

Good practice example: Citation of research into the role of gender in student evaluations and monitoring of teaching evaluation scores for potential gender bias.

Queen's University Belfast
School of Nursing and Midwifery
Silver
= University award level: Silver

Good practice example: Staff with a heavy administrative workload are provided with a school-funded research assistant to support their research or scholarly activity.

Sheffield Hallam University
Department of the Natural and Built Environment
Bronze
= University award level: Bronze

Good practice example: Collaboration with Barratt Developments PLC and Kier Group PLC who actively promote increased female participation in the industry.

Swansea University
College of Human and Health Sciences
Silver
= University award level: Bronze

Good practice example: Joint committee chairs and shadowing to provide opportunities to a wider range of staff members, including part-time and junior staff.

Ulster University
School of Psychology
Bronze
= University award level: Bronze

Good practice example: Postgraduate training days in response to requests from students to provide networking opportunities and appropriate training.

Ulster University
School of Computing and Mathematics
Bronze
= University award level: Bronze

Good practice example: Range of student recruitment-focussed outreach activity.

University College London
Department of Mathematics
Silver
= University award level: Silver

Good practice example: Co-founding the Athena SWAN psychology national forum (ASPoN) which aims to provide a place for psychology departments in the UK and Ireland to identify common challenges, disseminate and champion good practice, and coordinate efforts to improve gender equality.
University of Aberdeen
Rowett Institute of Nutrition and Health
Bronze

Good practice example: The institute will monitor the length of time staff spend at particular grades for any gender differences, and encourage those at the top of their grades to apply for promotion.

University of Aberdeen
School of Divinity, History and Philosophy
Bronze

Good practice example: The school has a family friendly conference fund.

University of Aberdeen
School of Law
Bronze

Good practice example: The school is trialling nine-day fortnights for professional and support staff who are interested in this as a flexible working option.

University of Birmingham
School of Biosciences
Bronze

Good practice example: ‘PERCAT’ a career support network for PDRAs.

University of Cambridge
Department of Engineering
Silver

Good practice example: Teaching duties published openly in the Department’s database.

University of Cambridge
Department of Zoology
Silver

Good practice example: ‘Family friendly page’ on departmental website, advertising policies and schemes, and featuring case studies.

University of Cambridge
Department of Veterinary Medicine
Bronze

Good practice example: Improved induction processes, including a pre-start induction pack, buddy scheme and welcome lunch with the head of department.

University of Cambridge
School of Clinical Medicine
Silver

Good practice example: Piloting of programmes that have been adopted university-wide, including the returning carer’s scheme and the mental health programme.

University of Chester
Department of Psychology
Bronze

Good practice example: The establishing of a Janus Group, who will run six lunchtime career transitions support sessions per year.

University of Dundee
Schools of Dentistry, Medicine and Nursing & Health Sciences
Bronze

Good practice example: Accommodation provided free of charge for children and carers at the annual away day.

University of East Anglia
School of Biological Sciences
Silver

Good practice example: “BIO did you know that?” digital slides used to promote Athena SWAN activities around the school.

University of East Anglia
School of Health Sciences
Bronze

Good practice example: All staff are offered the opportunity to become a member of a committee, or to shadow a school role.
University of East Anglia
School of Pharmacy
Bronze

= University award level: Bronze

Good practice example: Students within the school established an ‘alternative pharmacy careers’ conference which was advertised to and attended by a national audience.

University of Edinburgh
School of Literature, Languages & Cultures
Bronze

= University award level: Silver

Good practice example: Plans for targeted undergraduate recruitment workshops for prospective male applicants aged 14-16.

University of Edinburgh
School of Engineering
Bronze

= University award level: Silver

Good practice example: PhD stipend including outreach.

University of Essex
Psychology
Bronze

= University award level: Bronze

Good practice example: Consultation with trans students and staff through a confidential trans forum, with actions arising in relation to preferred pro nouns and gender neutral toilets.

University of Essex
Department of History
Bronze

= University award level: Bronze

Good practice example: Consideration of a history module to disrupt idea that gender roles have been ‘fixed’.

University of Essex
School of Biological Sciences
Bronze

= University award level: Bronze

Good practice example: Postdoctoral buddy system.

University of Exeter
Department of Geography
Silver

= University award level: Bronze

Good practice example: Creation of director of postdoctoral research position with a defined remit to provide proactive, independent support.

University of Glasgow
Institute of Molecular, Cell & Systems Biology
Bronze

= University award level: Bronze

Good practice example: The institute hosts a ‘meet the speaker’ sandwich lunch following the fortnightly research seminar which provides networking opportunities for postgraduate students and postdoctoral researchers with external speakers.

University of Glasgow
Institute of Cancer Sciences
Bronze

= University award level: Bronze

Good practice example: The institute ran a promotions workshop: all applicants in the subsequent promotion round were successful.

University of Hertfordshire
School of Education
Bronze

= University award level: Bronze

Good practice example: Development of a strategic approach to their external speaker programme and acknowledgment of the various ways that such events can perpetuate gender stereotypes.

University of Hull
Faculty of Health and Social Care
Bronze

= University award level: Bronze

Good practice example: Establishment of PoWER, a programme of events and training for 50 academic women across the university.

University of Leicester
Department of Chemistry
Silver

= University award level: Bronze

Good practice example: Plans to add an annual family fun day to the department’s social activities as a result of increasing number of staff, PDRAs and PGRs having young children.
University of Leicester
Department of Geology
Bronze

Good practice example: Commitment to holding meetings between 10am and 12pm, protected by engagement with central timetabling.

University of Liverpool
Institute of Translational Medicine
Silver

Good practice example: All staff on fixed-term contracts, irrespective of funder, receive the same maternity benefits, funded by the Institute.

University of Manchester
School of Social Sciences
Bronze

Good practice example: Continuing to review curriculum and develop inclusive learning strategies around gender and race equality.

University of Liverpool
School of Physical Sciences
Silver

Good practice example: Establishment of a flexible working adviser who provides informal advice to anyone in the department on where to find detailed information, and also on how to prepare for maternity and parental leave.

University of Manchester
School of Law
Bronze

Good practice example: The school has introduced an annual Christabel Pankhurst public lecture to celebrate the contributions and successes of women. The inaugural lecture was delivered by Shami Chakrabarti in February 2015.

University of Manchester
School of Mathematics
Bronze

Good practice example: ‘Who’s Who’ document, listing all committee members.

University of Nottingham
School of Psychology
Silver

Good practice example: Opportunities offered for undergraduate and postgraduate taught students to explore gender and equality issues through Athena SWAN research internships.

University of Nottingham
School of Chemistry
Silver

Good practice example: Child care for job interviewees can be covered.

University of Nottingham
School of Geography
Silver

Good practice example: The school has supported applicants to successfully apply for Ann McLaren research fellowships for women in STEM.

University of Nottingham
School of Computer Science
Bronze

Good practice example: Women in technology conference run by students.

University of Oxford
Faculty of Law
Bronze

Good practice example: The faculty has sponsored six priority nursery places for staff which helps them to fast track the queue for nursery places.

University of Oxford
Mathematical Institute
Silver

Good practice example: A weekly seminar series for early career researchers, combining skills training and career development sessions with interdisciplinary mathematics colloquia.

University of Oxford
National Perinatal Epidemiology Unit
Silver

Good practice example: A flexible working policy was developed, in consultation with staff, and training for line managers was provided.
**University of Oxford**
School of Geography and the Environment
Bronze

*University award level: Bronze*

**Good practice example:** Recruitment panels will have an unconscious bias representative to speak up on any issues.

**University of Reading**
School of Biological Sciences
Bronze

*University award level: Bronze*

**Good practice example:** ‘Step-Up Mentoring Scheme’ linking biologists at every career stage to the one above and with targets for female uptake.

**University of Reading**
School of Psychology and Clinical Language Sciences
Bronze

*University award level: Bronze*

**Good practice example:** Evaluation of keeping in touch days.

**University of Salford**
School of Computing, Science and Engineering
Bronze

*University award level: Bronze*

**Good practice example:** Academic staff without a PhD are encouraged to pursue research on a part-time basis and given time off to help complete one.

**University of Sheffield**
Department of Molecular Biology and Biotechnology
Silver

*University award level: Silver*

**Good practice example:** Evaluations of postdoctoral researchers are carried out by an experienced member of academic staff who is not their line manager.

**University of Sheffield**
Department of Chemical & Biological Engineering
Silver

*University award level: Silver*

**Good practice example:** The introduction of a scholarship specifically for female postgraduate taught students. Three women were awarded scholarships in 2015.

**University of Sheffield**
School of Clinical Dentistry
Bronze

*University award level: Silver*

**Good practice example:** The school has implemented a second reviewer system for staff performance and development reviews. Having both a line manager and another representative allows for improved input for development and progression.

**University of Southampotn**
Faculty of Health Sciences
Bronze

*University award level: Silver*

**Good practice example:** Establishment of a fixed-term contract forum to disseminate information and provide a safe space for staff to discuss issues that affect fixed-term staff.

**University of St Andrews**
School of Physics & Astronomy
Silver

*University award level: Bronze*

**Good practice example:** Successfully lobbied for institution-wide unconscious bias training which led to the design and implementation of a new unconscious bias training module by HR.

**University of St Andrews**
School of Medicine
Bronze

*University award level: Bronze*

**Good practice example:** As part of a review of the school’s promotion process, a pre-promotion review committee was established to provide proactive support to school staff applying to the university process.

**University of Portsmouth**
School of Computing
Bronze

*University award level: Bronze*

**Good practice example:** Anti-bullying and harassment training.
University of Strathclyde
Department of Biomedical Engineering
Bronze
= University award level: Bronze

**Good practice example:** Development of an equality and diversity impact assessment for the refurbished building and temporary accommodation.

University of Strathclyde
Department of Naval Architecture, Ocean and Marine Engineering
Bronze
= University award level: Bronze

**Good practice example:** Equality and diversity online module for students.

University of Strathclyde
Strathclyde Institute of Pharmacy and Biomedical Sciences
Bronze
= University award level: Bronze

**Good practice example:** SIPBS Researchers’ Athena SWAN award; a competitive £750 fund that can pay conference fees and/or travel/accommodation/childcare costs for conferences or scientific exchange visits.

UWE, Bristol
Applied Sciences
Bronze
= University award level: Bronze

**Good practice example:** Infographics used to communicate survey responses.

University of Warwick
Department of Physics
Silver
= University award level: Silver

**Good practice example:** Taking a group of sixth form girls to the XMaS beamline at the ESRF in Grenoble in 2015; the success of this trip and the surrounding science promotion in the schools unlocked Research Council UK funding for repetitions in 2016 and 2017, which have started with a science gala on campus.

University of Warwick
Department of Psychology
Bronze
= University award level: Bronze

**Good practice example:** Plans for a maternity/adoption buddy scheme, with workload credit for buddies.

University of Warwick
Philosophy
Bronze
= University award level: Bronze

**Good practice example:** The school recognises that the university’s travel insurance policy does not currently cover routine antenatal services, which can impact on the ability of women to travel for work at points within their career. They are raising the issue with the university.

University of Warwick
Warwick Mathematics Institute
Bronze
= University award level: Bronze

**Good practice example:** A female tutor for women is available to discuss personal or course related issues.

University of Warwick
Department of Chemistry
Silver
= University award level: Silver

**Good practice example:** Co-establishment of the Irène Joliot-Curie conference and involvement in the PLOTINA research consortium.

University of Warwick
Department of Statistics
Bronze
= University award level: Silver

**Good practice example:** The department will financially support childcare of conference visitors and seminar speakers (initially on a case-by-case basis to gauge demand).

University of Warwick
WMG
Bronze
= University award level: Bronze

**Good practice example:** A series of paid eight-week internships are used to encourage students to engage in postgraduate courses in the department.

University of York
Department of Electronic Engineering
Bronze
= University award level: Bronze

**Good practice example:** Targeted outreach activities, with INSPIRE summer schools for female students, and staff and students undertaking WISE’s ‘people like me’ training.