ECU’s Athena SWAN Charter
Awards Ceremony April 2016
Mountford Hall, University of Liverpool
12 December 2016
Equality Challenge Unit’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 101 successful awards today. It is the culmination of many months work for institutions and departments, and for ECU as well. We held 43 assessment panels in total, and would like to thank the 204 panellists from across the sector for taking part.

Eleven institutions, 86 departments and four research institutes have gained Athena SWAN awards this round. This is the second 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 60 per cent success rate using the new criteria, which is up from 56 per cent in the previous awards round.

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

Dr Ruth Gilligan
Athena SWAN Manager
Equality Challenge Unit
Programme

10:30  Registration, refreshments, networking and photos
11:00  Open, Dr Ruth Gilligan  
       *Athena SWAN Manager, Equality Challenge Unit*
11:05  Welcome, Professor Janet Beer  
       *Vice-chancellor, University of Liverpool*
11:20  David Ruebain  
       *Chief Executive, Equality Challenge Unit*
11:30  Sir Paul Nurse  
       *Athena SWAN Patron*
11:45  Institutional award presentations
12:15  Professor Dorothy Griffiths and Robert Bell  
       *Imperial College London*
12:30  Departmental award presentations
13:30  Lunch
14:25  Professor Sara Mole  
       *University College London*
14:40  Professor Aaron Maule  
       *Queen's University Belfast*
14:55  Close, Dr Ruth Gilligan  
       *Athena SWAN Manager, Equality Challenge Unit*
15:00  Depart
Professor Janet Beer
Vice-chancellor, University of Liverpool

Professor Janet Beer took up her post as the Vice-chancellor of the University of Liverpool in 2015 after seven years as vice-chancellor of Oxford Brookes University.

Professor Beer is the chair of the board of Equality Challenge Unit. She is Vice-president of Universities UK, England and Northern Ireland, a board member of UCAS, a board member of the National Centre for Universities and Business, and a board member of the British Council.

Professor Beer has an established record of research in late nineteenth and early twentieth century American literature and culture, and contemporary Canadian women’s writing. She has published widely in these fields and most recently completed a study of the late writing of Edith Wharton.
Sir Paul Nurse
Athena SWAN Patron

Sir Paul Nurse is a geneticist and cell biologist who has worked on how the eukaryotic cell cycle is controlled and how cell shape and cell dimensions are determined. His major work has been on the cyclin dependent protein kinases and how they regulate cell reproduction. He is the Director of the Francis Crick Institute in London, and has served as president of the Royal Society, chief executive of Cancer Research UK and president of Rockefeller University. He shared the 2001 Nobel prize in physiology or medicine and has received the Albert Lasker award and the Royal Society’s Royal and Copley medals. He was knighted in 1999, received the Legion d’honneur in 2003, and for 15 years was a member of the council for science and technology advising the prime minister and cabinet over science and innovation issues. He became a patron of Athena SWAN in 2015.

Professor Sara Mole
Athena SWAN Patron

Professor Sara Mole has researched Batten disease at University College London for over 20 years. During this time she has been involved in identifying the underlying genes, learning about the biology and molecular basis of the disease and more recently has been working towards new drug and gene therapies. She founded the NCL Mutation and Patient Database in 1998 and later launched the website NCL Resource, a gateway to help those encountering Batten disease for the first time to have access to accurate information and expertise. Professor Mole is currently coordinating an EU Horizon 2020 consortium ‘BATCure’ that involves more than a dozen EU laboratories and a patient organisation, with the aim of developing new therapies. She is also senior editor of a book on Batten disease published by Oxford University Press.

Professor Mole became aware of Athena SWAN in 2007/2008 and she introduced it to her department as a scheme that would help them ensure that they were working fairly for all. They gained their first Silver award in 2009, renewed in 2012, and were successful for Gold in 2016. She has interacted with central UCL and with many departments throughout this time, promoting equity and gender equality however she can. This has included tweeting using the #simplygoodpractice hashtag.
Professor Dorothy Griffiths
Imperial College London

Professor Dorothy (Dot) Griffiths has championed women in STEM for many years at Imperial College London and beyond. She has been involved in Athena SWAN activities at Imperial College London since the Charter’s inception. Prior to taking on her current role she was dean of the business school. Her current role of Provost’s Envoy for Gender Equality gives her responsibility for managing Athena SWAN actions across Imperial College London. She was a founding editor of Feminist Review and now chairs the Feminist Review Trust.

Robert Bell
Imperial College London

Rob Bell is the Athena SWAN Coordinator at Imperial College London. As an undergraduate he studied history at St John’s College, University of Cambridge, before graduating and joining Imperial College London to work on Athena SWAN in 2010. After an initial fixed-term contract, he has succeeded to a full-time, permanent role focusing on Athena SWAN as a member of Imperial’s equality, diversity and inclusion centre (EDIC).

Rob played a key role in Imperial’s successful November 2012 and April 2016 Silver institutional applications. He has also been involved in nearly 30 departmental applications, providing data, support, and advice. He received Imperial’s Julia Higgins award in 2014 in recognition of his contributions to the support of academic women at Imperial College London.

Rob is an Athena SWAN panellist and chair, and has acted as a ‘critical friend’ for a number of other universities’ and departments’ Athena SWAN applications.
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

1. Imperial College London
   Silver University Award
   = Joined 2005
   **Good practice example:** Partnerships with the Gender Identity Research and Education Society (GIRES) and My Family Care.

2. Oxford Brookes University
   Bronze University Award
   = Joined 2008
   **Good practice example:** Development of five pathways for promotion to professor, to reflect staff contributions to university goals, with women now making up 42 per cent of the professoriate.

3. Royal Botanic Garden Edinburgh
   Bronze Research Institute Award
   = Joined 2015
   **Good practice example:** Action plan delivery embedded into the job descriptions of regius keeper and the chief executive officer.

4. The Open University
   Bronze University Renewal
   = Joined 2012
   **Good practice example:** The university reimburses child-minding expenses where they are incurred through out-of-hours working.

5. Cardiff Metropolitan University
   Bronze University Award
   = Joined 2012
   **Good practice example:** As part of the corporate health and wellbeing strategy, managers receive training in how to manage stress in the workplace.

6. Diamond Light Source Ltd
   Bronze Research Institute Award
   = Joined 2015
   **Good practice example:** Use of a flowchart that illustrates all the points in the recruitment process where there is potential for unconscious bias, and an action to provide unconscious bias training to all staff.

7. Earlham Institute
   Bronze Research Institute Award
   = Joined 2015
   **Good practice example:** Case studies of female bioinformaticians will be included on the website, to promote the field as conducive to flexible working.

8. Glasgow Caledonian University
   Bronze University Award
   = Joined 2011
   **Good practice example:** To ensure policies are effectively implemented, all line managers must complete a four-day ‘people passport’ development programme.
University of Brighton
Bronze University Award
= Joined 2012

**Good practice example:** Adding ‘Mx’ titles to recruitment and staffing systems, which will allow applicants and staff the option to select a gender-neutral title.

University of Glasgow
Bronze University Award
= Joined 2011

**Good practice example:** Equality and diversity duties and responsibilities will be included in all job descriptions for senior academic positions.

University of Leeds
Bronze University Renewal
= Joined 2008

**Good practice example:** Women of achievement awards, which celebrate the contribution and impact of women staff and students across all disciplines and services.

University of Reading
Bronze University Renewal
= Joined 2007

**Good practice example:** The university has agreed to reimburse the full cost of maternity and shared parental leave to constituent schools from a central fund. This also includes support dedicated specifically to aid return to work.

University of Southampton
Silver University Award
= Joined 2005

**Good practice example:** Development of a policy to offer two weeks paid leave for carers to enable them to support a dependant through a significant change, such as moving, adapting a home, or a change of care regime.

University of Sussex
Bronze University Renewal
= Joined 2011

**Good practice example:** The promotions procedure has been amended to allow staff to declare personal circumstances.

Wellcome Trust Sanger Institute
Bronze Research Institute Renewal
= Joined 2014

**Good practice example:** Strong support for PhD students, particularly maternity support, which includes six months leave on full stipend and the ‘clock stopped’ (study is suspended until return from leave).

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Pre-may 2015 process

Post-may 2015 process
<table>
<thead>
<tr>
<th>School</th>
<th>Department</th>
<th>Level</th>
<th>Practices</th>
</tr>
</thead>
<tbody>
<tr>
<td>Keele University</td>
<td>School of Psychology</td>
<td>Silver</td>
<td>Good practice example: Provision of a fully funded PhD student, research assistant support and/or equipment, and a deposit of £10,000 into the holding accounts of new lecturing staff, along with an annual top up.</td>
</tr>
<tr>
<td>Loughborough University</td>
<td>School of Sport Exercise and Health Sciences</td>
<td>Silver Renewal</td>
<td>Good practice example: A school sponsorship-mentoring programme, which has garnered positive feedback from participants.</td>
</tr>
<tr>
<td>Newcastle University</td>
<td>Institute of Cellular Medicine</td>
<td>Silver Renewal</td>
<td>Good practice example: Open lab book; support for PhD/MSc students through a website that provides guides and videos on experimental methods requested by students.</td>
</tr>
<tr>
<td>Imperial College London</td>
<td>Department of Mathematics</td>
<td>Bronze Renewal</td>
<td>Good practice example: Appointment by nomination has been utilised to appoint female staff on fixed-term contracts to lecturer posts.</td>
</tr>
<tr>
<td>Imperial College London</td>
<td>Division of Palliative Care, Policy and Rehabilitation</td>
<td>Silver</td>
<td>Good practice example: Plans to highlight flexible working through the inclusion of a field on personal development review forms asking: “Do you feel you would benefit from increased flexible working beyond your current arrangements?”</td>
</tr>
<tr>
<td>King’s College London</td>
<td>School of Psychology</td>
<td>Silver</td>
<td>Good practice example: Writing workshops: an initiative led by early career female staff and supported by the school.</td>
</tr>
<tr>
<td>King’s College London</td>
<td>Randall Division of Cell and Molecular Biophysics</td>
<td>Silver</td>
<td>Good practice example: Creation of a peer mentoring scheme for postgraduate researchers.</td>
</tr>
<tr>
<td>Bangor University</td>
<td>School of Environment, Natural Resources and Geography</td>
<td>Bronze</td>
<td>Good practice example: The head of school meets all staff before and after their maternity leave, providing an opportunity to discuss any issues and a re-induction.</td>
</tr>
<tr>
<td>Brunel University</td>
<td>Department of Computer Science</td>
<td>Bronze</td>
<td>Good practice example: Thorough workload analysis comparing lecturers and senior lecturers by gender and actions to formalise the role-allocation; assign more precise weighting to individual tasks (including women in science activities) for comparability, and define term of office for named roles.</td>
</tr>
<tr>
<td>Cardiff University</td>
<td>School of Biosciences</td>
<td>Silver</td>
<td>Good practice example: All admissions tutors have received equality and diversity training specifically tailored to admission processes.</td>
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<tr>
<td>Cardiff University</td>
<td>School of Psychology</td>
<td>Silver</td>
<td>Good practice example: The school will extend the institutional Elsie Widdowson fellowship scheme, which supports the return to research following maternity or adoption leave.</td>
</tr>
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<td>Cardiff University</td>
<td>Business School</td>
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**Queen’s University Belfast**
School of Medicine, Dentistry and Biomedical Sciences

- **Silver Renewal**: University award held: Silver

  **Good practice example**: Promotion of dentistry as a career option for men.

**Queen’s University Belfast**
School of Education

- **Bronze**: University award held: Bronze

  **Good practice example**: New academics are allocated a mentor and a start-up fund of £4000 to encourage networking and development of their research.

**Queen’s University Belfast**
School of Biological Sciences

- **Gold Renewal**: University award held: Silver

  **Good practice example**: A good range of support for those taking maternity leave, including six months without teaching on return to work.

**Queen’s University Belfast**
School of History and Anthropology

- **Bronze**: University award held: Bronze

  **Good practice example**: ‘Finding your voice’ seminar for first year undergraduates.

**Queen’s University Belfast**
School of Dentistry and Biomedical Sciences

- **Silver Renewal**: University award held: Silver

  **Good practice example**: Promotion of dentistry as a career option for men.

**Queen’s University Belfast**
School of Politics, International Studies and Philosophy

- **Silver**: University award held: Silver

  **Good practice example**: ‘Pathways out of the PhD’ programme.

**Royal Holloway, University of London**
Department of Computer Science

- **Bronze**: University award held: Bronze

  **Good practice example**: During undergraduate recruitment days, academic staff and current students join applicants and their families in a one-hour lunch session to discuss the degree programmes and life in the department.

**Queen Mary University of London**
School of Electronic Engineering and Computer Science

- **Bronze Renewal**: University award held: Bronze

  **Good practice example**: The school provides crèche facilities for staff when public lectures are held outside core hours.

**Queen Mary University of London**
School of Geography

- **Bronze**: University award held: Bronze

  **Good practice example**: Institutionally funded research undertaken by a professor in the school, to explore undergraduate progression and attainment.

**Royal Holloway, University of London**
Department of Psychology

- **Silver**: University award held: Bronze

  **Good practice example**: Women in Science Database (WISDAT) project.

**Swansea University**
College of Engineering

- **Bronze**: University award held: Bronze

  **Good practice example**: Termly series of workshops focused on issues pertinent to inclusivity.

**The Open University**
Department of Engineering and Innovation

- **Bronze**: University award held: Bronze

  **Good practice example**: Action to develop an initiative to provide industry mentors for undergraduate women.

**The Open University**
Department of Computing and Communications

- **Bronze**: University award held: Bronze

  **Good practice example**: Good reflection and analysis on promotion success.
The Open University
School of Life, Health and Chemical Sciences
Bronze

= University award held: Bronze

**Good practice example:** All staff with a minimum of two years’ service are invited to make a case for promotion.

Ulster University
School of Health Sciences
Bronze

= University award held: Bronze

**Good practice example:** "Imagine yourself" workshops for local all-boys schools, to encourage uptake of university courses by young men.

University College London
Department of Chemistry
Bronze Renewal

= University award held: Silver

**Good practice example:** Production of a video targeted at students contemplating a career in chemistry ('why do a PhD in chemistry at UCL?')

University College London
Department of Civil, Environmental & Geomatic Engineering
Bronze

= University award held: Silver

**Good practice example:** The department signed a pledge for zero tolerance to sexual harassment, and ran a training workshop on it for first year students.

University College London
Department of Earth Sciences
Bronze

= University award held: Silver

**Good practice example:** In response to feedback, the department has established a dedicated budget to cover childcare for staff away on departmental business, and also encourages staff to apply for childcare budget as part of grant applications.

University College London
Department of Medical Physics and Biomedical Engineering
Bronze Renewal

= University award held: Silver

**Good practice example:** To avoid excessive burden on female academics, the department have allowed female final year PhD students and postdoctoral research assistants to undertake UCL’s recruitment and selection training and to sit on some recruitment panels.

University College London
Department of Geography
Bronze

= University award held: Silver

**Good practice example:** Professional and external interests of self-assessment team members are used to inform departmental analysis and activities.

University College London
MRC Laboratory for Molecular Cell Biology
Gold

= University award held: Silver

**Good practice example:** To establish real change, the department are iteratively following a recognised eight step process to embed Athena SWAN principles and practices.

University of Aberdeen
School of Natural and Computing Sciences
Bronze

= University award held: Bronze

**Good practice example:** New postdoctoral champions have been set up and trained as part of the academic line manager (ALM) structure, to provide impartial career advice.

University of Aberdeen
School of Psychology
Bronze

= University award held: Bronze

**Good practice example:** Provision of financial assistance to cover childcare costs.

University College London
Department of Mathematical Sciences
Bronze

= University award held: Bronze

**Good practice example:** Action for the promotions committee to identify, encourage and support potential candidates to apply.

University College London
The Bartlett, UCL’s Faculty of the Built Environment
Bronze

= University award held: Silver

**Good practice example:** The department has established an "interruption allowance fund" to support students in exceptional circumstances, for example those with childcare commitments or health problems.
University of Birmingham
School of Chemistry
Bronze Renewal

= University award held: Bronze

**Good practice example:** Plans to establish a school fund for cases of unavoidable financial pressure for postgraduate students, for example pressures relating to having a young family.

University of Birmingham
School of Computer Science
Bronze

= University award held: Bronze

**Good practice example:** Implementation of a process through which panels must revisit shortlisting decisions if no female applicants are selected, and to re-review at least the top three female candidates.

University of East Anglia
School of Chemistry
Bronze

= University award held: Bronze

**Good practice example:** School funding of an Aurora leadership fellowship.

University of East Anglia
School of Polities, Philosophy, Language and Communication Studies
Bronze

= University award held: Bronze

**Good practice example:** Timetabling of meetings between 11:00 - 15:00, with departmental meetings held on the closest weekday to the eleventh of the month, in order to rotate the day on which this is held.

University of Cambridge
Department of Chemical Engineering and Biotechnology
Bronze

= University award held: Silver

**Good practice example:** Production of anonymised cases of successful promotions, as examples to provide to staff.

University of Edinburgh
School of Biological Sciences
Silver Renewal

= University award held: Silver

**Good practice example:** Piloting of a career coaching scheme with Equate Scotland, with excellent feedback from those who participated.

University of Edinburgh
School of GeoSciences
Silver

= University award held: Silver

**Good practice example:** The school has ring-fenced a specific budget to provide career coaching to female staff: coaching for success.

University of Edinburgh
School of Informatics
Silver Renewal

= University award held: Silver

**Good practice example:** Support for female students, including peer assisted learning and the SNACK club, which provides informal career development support.

University of Glasgow
Institute of Biodiversity, Animal Health and Comparative Medicine
Silver

= University award held: Bronze

**Good practice example:** Creation of more inclusive social and work-related events, including moving the seminar series to lunchtimes and plans for an annual "wellbeing at work" seminar.

University of Exeter
Departments of Mathematics and Computer Science
Silver

= University award held: Bronze

**Good practice example:** Development of an 'Athena SWAN-Wiki tool' to record data and progress on the action plan.

University of Edinburgh
School of Mathematics
Bronze Renewal

= University award held: Silver

**Good practice example:** The head of school holds an annual promotions briefing.
University of Hertfordshire
School of Life and Medical Sciences
Bronze

Good practice example: The institute plans to offer staff one to one maternity leave planning sessions to ensure they have a clear understanding of university policies, and prior to commencing maternity leave, they are partnered with a ‘maternity buddy’.

University of Leeds
Faculty of Mathematics and Physical Sciences
Bronze

Good practice example: Analysis of the number of years spent at a previous grade prior to promotion.

University of Leeds
School of Medicine
Silver

Good practice example: Introduction of an automatic extension to cover fixed-term contracts that end during the statutory maternity period, which has positively impacted on the number of women taking their full entitlement.

University of Leicester
Department of Cancer Studies
Silver

Good practice example: Self-assessment has influenced the design for the new school building, which will include a gender neutral toilet and breastfeeding space.
University of Liverpool
Institute of Infection and Global Health
Silver
= University award held: Bronze

**Good practice example:** Fostering Liverpool Infection and Global Health Talent (FLIGHT): this supports early career researchers in obtaining external funding.

University of Liverpool
Institute of Learning and Teaching - Faculty of Life and Health Sciences
Bronze Renewal
= University award held: Bronze

**Good practice example:** All staff are invited to apply for school committee vacancies, with applicants interviewed and gender balance recognised as an important consideration. Succession planning is also considered through recruiting deputies to roles and encouraging shadowing.

University of Manchester
School of Nursing, Midwifery and Social Work
Bronze Renewal
= University award held: Bronze

**Good practice example:** The school plans to establish a new workload allocation committee, with representatives of staff at all grades to agree workload tariffs.

University of Oxford
Department of Earth Sciences
Bronze
= University award held: Bronze

**Good practice example:** A five-minute unconscious bias reminder session will be run before each day of interviews for academic positions.

University of Oxford
Department of Oncology
Silver
= University award held: Bronze

**Good practice example:** The oncology postdoctoral network, with an allocated annual budget to run an away-day, careers events and meetings.

University of Oxford
Nuffield Department of Surgical Sciences
Silver
= University award held: Bronze

**Good practice example:** All staff have been invited to sit on at least one committee and/or working group of their choice.

University of Portsmouth
Dental Academy
Bronze
= University award held: Bronze

**Good practice example:** The academy offers a bespoke professional part-time access course: the dental development programme (DDP), which supports professional entry students who do not have the required A-Levels for direct entry to the BSc in dental hygiene.

University of Portsmouth
Department of Geography
Bronze
= University award held: Bronze

**Good practice example:** The department is implementing a specific, confidential reporting procedure (gender alert) where staff can anonymously report issues within the department.

University of Portsmouth
Department of Mathematics
Bronze
= University award held: Bronze

**Good practice example:** A comprehensive workload model, which is being adopted across the university.

University of Sheffield
Department of Civil and Structural Engineering
Bronze
= University award held: Silver

**Good practice example:** To improve transparency and fairness, sabbaticals are now awarded to academic staff automatically as part of a new sabbatical rota (one semester in eight). The onus is no longer on the individual to arrange cover, instead this is arranged through teaching groups.

University of Portsmouth
School of Civil Engineering and Surveying
Bronze
= University award held: Bronze

**Good practice example:** Core hours are from 10:00 - 16.00, with most meetings held between 12:00 - 15:00.

University of Portsmouth
School of Creative Technologies
Bronze
= University award held: Bronze

**Good practice example:** Staff applications for timetable modifications are collated according to gender and grade, and flexibility is given for a range of reasons.
University of Sheffield
Department of Electronic and Electrical Engineering
Bronze Renewal

= University award held: Silver

Good practice example: Establishment of a women's adviser post; female researchers have the option to meet individually with the adviser to discuss career aspirations, training opportunities and mentoring.

University of Sheffield
Nuclear AMRC
Bronze

= University award held: Silver

Good practice example: Membership of the women in nuclear (WiN) charter and participation in WiN events.

University of Sheffield
Department of Computer Science
Silver

= University award held: Silver

Good practice example: The promotions committee considers administrative and technical promotions and increments in the same way as for academic staff.

University of Sheffield
The Medical School
Silver

= University award held: Silver

Good practice example: Advocacy work with the NHS and engagement with the Sheffield women in medicine (SWiM) network.

University of Southampton
Faculty of Engineering and the Environment
Bronze

= University award held: Silver

Good practice example: The faculty has established a fund to which staff with caring responsibilities can apply, covering additional care costs incurred by attending out-of-hours activities or external events.

University of Strathclyde
Department of Architecture
Bronze

= University award held: Bronze

Good practice example: Plans to make the workload allocation processes and citizenship activities more transparent and accountable.

University of Strathclyde
Department of Civil and Environmental Engineering
Silver

= University award held: Bronze

Good practice example: Running an engineering summer school for girls aged 14 - 15 with the aim of engaging them in engineering challenges and showcasing engineering as a career.

University of Strathclyde
Department of Electronic and Electrical Engineering
Bronze

= University award held: Bronze

Good practice example: The ‘space school’ residential programme initiated by the department, for 100 school students each year.

University of Sussex
School of Psychology
Bronze

= University award held: Bronze

Good practice example: Analysis of the number of years spent at a previous grade, prior to promotion.

University of Warwick
Centre for Educational Development, Appraisal and Research
Bronze

= University award held: Silver

Good practice example: Every year PhD students complete a formal assessment of their training needs for research and career development, with uptake and progress reviewed.

University of York and University of Hull
Hull York Medical School
Silver

= University award held: Bronze

Good practice example: The school is developing a fully online version of their postgraduate certificate in health professionals education, in order to make access easier for those with family commitments.