



**Athena
SWAN**

Charter for women in science
November 2013



Equality Challenge Unit



Equality Challenge Unit

ECU's Athena SWAN charter recognises commitment to advancing women's careers in science, technology, engineering, mathematics and medicine (STEMM) employment in higher education and research.

The charter is owned and managed by ECU.

It is funded by ECU, the Biochemical Society, the Department for Business Innovation and Skills, the Department of Health, the Higher Education Authority, the Royal Society and the Scottish Funding Council.

www.athenaswan.org.uk



Department for Business Innovation & Skills



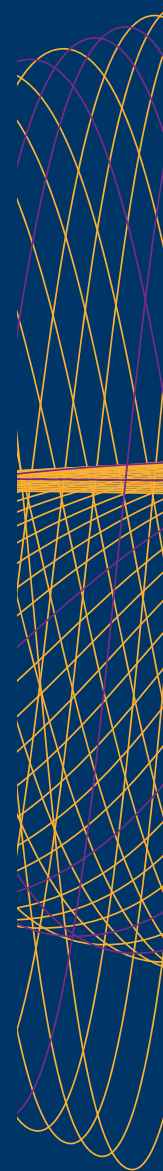
Department of Health

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Introduction

Equality Challenge Unit (ECU)'s Athena SWAN charter awards have been running since 2005, recognising the commitment of the higher education sector to address gender inequalities, tackle the unequal representation of women in science and to improve career progression for female academics.

The number of successful departments and institutions receiving Athena SWAN awards in the November 2013 submission round illustrates the growth of the charter.

Panels agreed 89 awards out of 125 applications raising the current number of award-holders to 325 across the UK. We were delighted at the three departmental gold awards from this round, the most gold awards in an award round to date.

From 1 May 2014, research institutes in the UK became eligible to join the charter. The Department for Business Innovation and Skills awarded a £32,000 grant to support ECU's development of the charter to meet the specific needs of research institutes.

We have seen a considerable amount of interest in the ECU Athena SWAN charter from abroad. A three-year pilot to extend the charter to the higher education sector in the Republic of Ireland will be funded by Ireland's Higher Education Authority.

We would like to thank Durham University for hosting this awards ceremony.

November 2013 awards in figures

- 89 award winners
- 66 bronze
- 20 silver
- 3 gold
- 71 per cent success rate

Sarah Dickinson

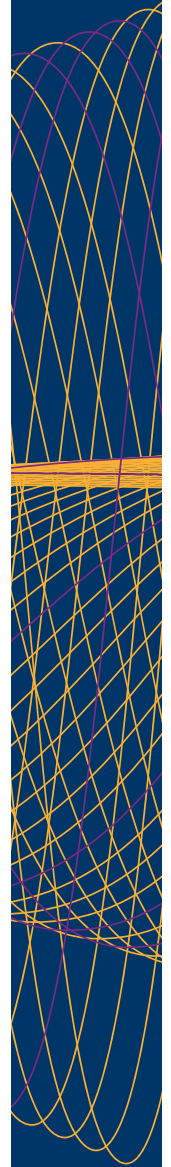
Athena SWAN Manager
Equality Challenge Unit

Programme

- 10.45** Registration, refreshments, networking and photos
- 11.30** **Professor Patrick Hussey**
Faculty pro vice-chancellor (science), Durham University
- 11.45** **David Ruebain**
Chief executive, Equality Challenge Unit
- 12.00** **Professor Dame Julia Higgins**
Athena SWAN patron
Department of Chemical Engineering, Imperial College London
- 12.15** Awards presentations
- 13.15** Lunch
- 14.15** **Professor Jane Hill**
Department of Biology, University of York
- 14.30** **Professor Valerie Gibson**
Department of Physics, University of Cambridge
- 14.45** Awards presentations
- 15.30** Close

Quotes in this booklet have been taken from university and departmental submission letters.

Good practice examples are drawn from those highlighted by the judging panels.



Speaker and award presenter: Professor Dame Julia Higgins

Department of Chemical Engineering, Imperial College London

Professor Dame Julia Higgins is emeritus professor of polymer science in the department of chemical engineering at Imperial College London. Her research career has focused on the application of scattering techniques, notably neutron scattering, to the understanding of polymer behaviour.

Dame Julia was chair of the Engineering and Physical Sciences Research Council (EPSRC) from 2003 to 2007, and vice-president and foreign secretary of the Royal Society from 2001 to 2006. She recently stood down after three years as chair of the advisory committee on mathematics education, and completed a term as chair of the awards committee and council member of the Royal Academy of Engineering. Dame Julia was chair of the Athena project during its first five years, as well as chair of the academic opportunities committee at Imperial College London.

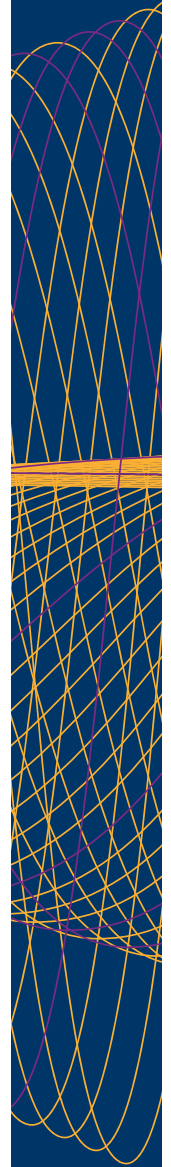
Opening the ceremony: Professor Patrick Hussey

Faculty pro vice-chancellor (science), Durham University

Patrick holds the chair of plant molecular cell biology in the school of biological and biomedical sciences, University of Durham. He received his PhD in Biology in 1986 from the University of Kent at Canterbury in association with the John Innes Centre, Norwich. After postdoctoral work at the University of Minnesota and the John Innes Centre, he took up a lectureship in Royal Holloway, University of London in 1990, where he was awarded a personal chair. While at Royal Holloway he was also warden of Founder's Hall. He moved to the University of Durham in 2000. In 2010, he became head of the school of biological and biomedical sciences and recently took up the role of faculty pro vice-chancellor (science).

His main research interest is in the structure, function and regulation of the plant cytoskeleton and its potential role in biotechnology, and he has been working in this field for the last 30 years. A large focus of his laboratory is plant cell imaging and he recently established the Durham Centre for Bioimaging Technology which is a multidisciplinary centre that includes computer scientists, physicists, mathematicians and chemists as well as biologists with the aim of enhancing research within this field. He has published over 100 research articles many of which are in high impact journals, for example *Nature* journals, *Current Biology*, *PNAS*, *Plant Cell*, *Journal of Cell Science*, *Plant Journal*. He has received funding for, and supervised, over 40 postdocs, PhD and MSc students since obtaining his lectureship in 1990.

Since 1983, he has been associated with the Society of Experimental Biology. In 2001, he became a group convenor for the cell section and then head of the cell section in 2009. In 2013, he was elected as vice-president of the society, and president for 2015–2017.



Speaker: Professor Jane Hill

Department of Biology, University of York

Jane Hill, current associate head of the department of biology at the University of York is a professor of ecology. She began her academic career with a BSc at the University of Manchester, and a PhD at Bangor University. After post-doctoral positions at the Universities of Liverpool John Moores, Birmingham, Leeds and Durham, she joined York as a lecturer in 2001. Jane has been York's biology department's Athena SWAN champion since 2008, and led their successful bid for a gold award.

Jane is the author of more than 100 papers, studying the impacts of climate change and habitat loss on biodiversity. She received the Zoological Society of London Marsh Award for Conservation Biology in 2011, and was elected a member of Council of the British Ecological Society in 2013.

Speaker: Professor Valerie Gibson

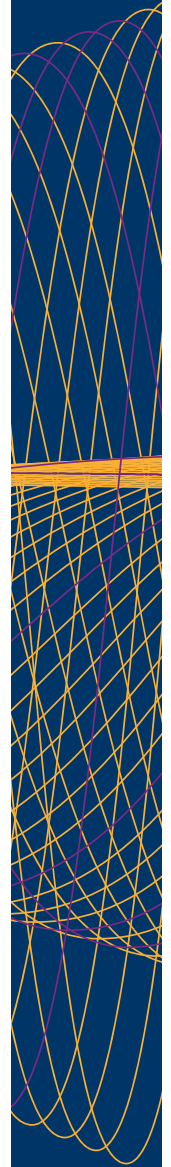
Department of Physics, University of Cambridge

Val Gibson is head of high energy physics and chair of the Cavendish personnel committee. She began her career with a BSc in physics at the University of Sheffield, followed by a DPhil in experimental particle physics at Queens College, Oxford. Following a period at the European Organisation for Nuclear Research (CERN) as a physics fellow, she came to Cambridge and is now professor of high energy physics and the senior female fellow at Trinity College.

Val is author of over 400 papers, including seminal works on the structure of the proton, the discovery of direct charge parity violation, precision studies at the large electron positron collider and, most recently, measurements of matter-antimatter asymmetries and searches for new physics with the LHCb experiment at the large hadron collider. She was previously UK spokesperson for the LHCb experiment.

Val is committed to the communication of science to a wider audience. Her many outreach activities include the invention of globally renowned 'Hunt the Higgs' playing card game, and her roles as adviser for the Science Museum's 'Collider' exhibition and patron of the 'Gravity Fields Festival'.

Val is a champion of women in science and led the Cavendish's successful bid for a gold award in November 2013. She is an active member of the University of Cambridge senior gender equality network and the school of physical sciences equality and diversity forum, in addition to sitting on the Institute of Physics Juno panel. Val has been recognised for championing female talent in science and was presented with the 2013 Women in Science and Engineering (WISE) leader award.



Awards

Universities

University of Bath

Bronze university renewal

- **Joined:** 2007
- **University bronze since:** 2009

'I take a keen interest in our Athena SWAN commitments. As a university we have this year made a step change in the profile of Athena SWAN and, even more importantly, in our commitment to ensuring that gender-equality issues are advanced with energy and vigour. The new submission and its action plan have resulted from a very thorough and careful process to reflect on where we are and identify the actions that are likely to have the greatest impact. I shall myself take a personal interest in their implementation.'

Professor Dame Glynis Breakwell
Vice-chancellor

Good practice example: monthly science cafe project providing the opportunity for STEM academics and the public to meet informally.

University of Bristol

Bronze university renewal

- **Joined:** 2005
- **University bronze since:** 2006

'The senior management team is fully committed to progressing gender equality and has consistently worked towards the achievement of Athena SWAN's aims – particularly the advancement and promotion of the careers of women in science, engineering and technology in higher education and research and the achievement of a significant increase in the number of women recruited to top posts. I am clear that gender equality continues to be a strategic issue of importance at the university, particularly in terms of female representation in academic leadership roles and support for women in STEM.'

Sir Eric Thomas
Vice-chancellor

Good practice example: being a mentor is recognised in the progression and promotions framework.

University of Dundee

Bronze university

- **Joined:** 2012
- **University bronze since:** Nov 2013

'My commitment and leadership is evidenced by: appointing a vice-principal and head of the college of life sciences to lead on embedding Athena SWAN principles throughout the institution; making Athena SWAN a standing agenda item for all senior management meetings and requiring regular updates from all vice-principals on progress in their areas; and initiating an in-house leaders and development programme. I believe we are now in a position to build a strong enhancement-led institutional culture driving persistent improvement in career development for women in STEMM subjects.'

Professor Pete Downes
Principal and vice-chancellor

Good practice example: range of flexible-working options that can be considered on either a temporary or permanent basis.

University of Kent

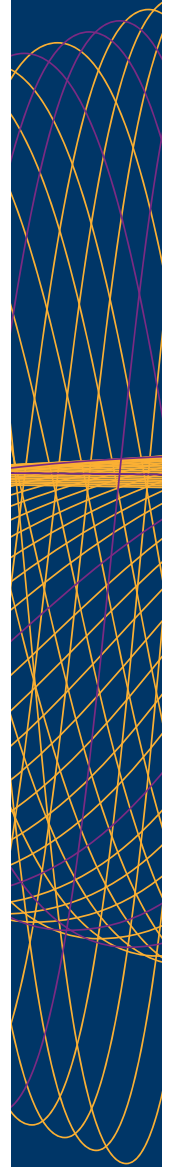
Bronze university

- **Joined:** 2010
- **University bronze since:** Nov 2013

'I write to endorse wholeheartedly the University of Kent's Athena SWAN charter application for a bronze at university level. I, along with the whole university, am committed to the proactive support of women across STEMM disciplines. I have been proactive in supporting female academics across our academic disciplines and have led a university-wide project to identify challenges faced and implement solutions.'

Professor Dame Julia Goodfellow
Vice-chancellor

Good practice example: the changes around pay that have resulted in a substantial reduction in pay inequality in the sciences.



Kingston University

Bronze university

- **Joined:** 2012
- **University bronze since:** Nov 2013

'I wholeheartedly support this submission for a university bronze Athena SWAN award and this support is enthusiastically endorsed by my senior management teams. From the start, Kingston has had widening participation and equality at the heart of its identity and its mission, for both our students and our staff. In particular, we strongly support the advancement and promotion of the careers of women in science engineering and technology faculties which together teach the majority of students in the university.'

Julius Weinberg
Vice-chancellor

Good practice example: compulsory training for appraisers on unconscious bias and advancing gender equality.

University of Liverpool

Bronze university renewal

- **Joined:** 2008
- **University bronze since:** 2010

'Undertaking a commitment to the six principles of Athena SWAN and working towards them has led to important changes across our institution since 2010. Over the past three years of the previous action plan there have been some significant achievements. Some of these have been based on policy changes affecting the whole institution, such as the changes made to improve transparency of promotion processes and appraisals.'

Sir Howard Newby
Vice-chancellor

Good practice example: an Athena SWAN mentoring pilot established.

Liverpool School of Tropical Medicine

Bronze university

- **Joined:** 2013
- **University bronze since:** Nov 2013

'We are proud of the achievements of our women scientists, and have strong institutional female leadership. We have established links with other Athena SWAN institutions to facilitate the development of creative solutions to the challenges produced by the higher education institution business model that necessitates a high proportion of externally funded short-term contracts. We will work with these partners to address the barriers created by this model for women scientists with family commitments at key transition points in their careers.'

Professor Janet Hemingway
Director

Good practice example: extending tenure track for caring commitments.

University of Oxford

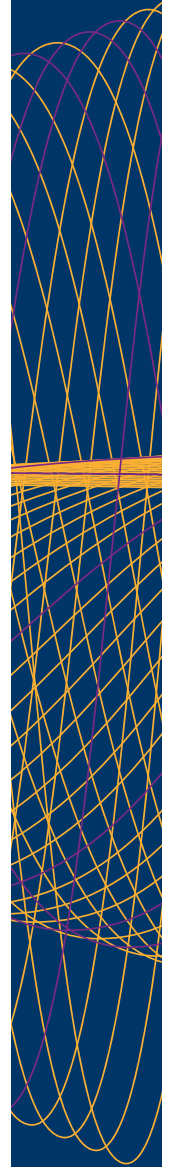
Bronze university renewal

- **Joined:** 2005
- **University bronze since:** 2006

'The university is fully committed to the aims and intentions behind the Athena SWAN charter, in promoting equality and gender issues within the STEMM disciplines at Oxford. This institutional commitment is reflected in the seriousness with which individual academic departments take such issues. It is our strong intention to build on the progress made thus far, sharing good practice and ensuring consistency of practice across all departments.'

Professor Andrew D Hamilton
Vice-chancellor

Good practice example: continued lobbying of funders with regard to consistent maternity leave provisions.



Plymouth University

Bronze university renewal

- **Joined:** 2005
- **University bronze since:** 2006

'Plymouth University has been a long-term supporter of Athena SWAN, and we continue to recognise its significance to organisations right across the country. Since signing our original charter, the six principles are now embedded into the action plan, our strategy 2020, and a five-year equality scheme designed to promote and celebrate our diversity.'

Professor Wendy Purcell
Vice-chancellor and president

Good practice example: sponsorship of two academies within Plymouth, one primary and one secondary, and the creation of a new university technical college.

Queen Mary, University of London

Bronze university renewal

- **Joined:** 2005
- **University bronze since:** 2007

'I am very pleased to endorse the Queen Mary, University of London Athena SWAN bronze award renewal submission. Our commitment to the charter is highlighted by the specific inclusion of Athena SWAN in the draft of our new university strategy, in our equality and diversity objectives and by the expectation that every school will have its own self-assessment team as it works towards achieving an Athena SWAN award.'

Simon J Gaskell
President and principal

Good practice example: mentoring scheme for early career researchers.

University of South Wales

Bronze university

- **Joined:** 2012
- **University bronze since:** Nov 2013

'I am very pleased that the university has joined the Athena SWAN charter and to be making what I consider a very important step for the university in applying for the institutional bronze award. The decision to apply for an award for the new university at its outset is evidence of our commitment to building on existing work on equality of opportunity in both former institutions, while ensuring that our structures are influenced by this agenda from the very beginning.'

Professor Julie Lydon
Vice-chancellor

Good practice example: training for chairs of committees to ensure that they are able to elucidate a range of views from meetings.

St George's, University of London

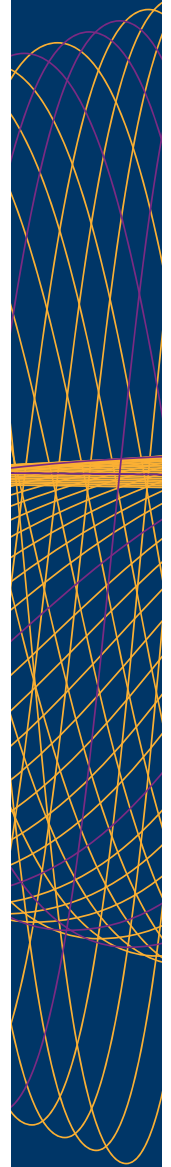
Bronze university

- **Joined:** 2011
- **University bronze since:** Nov 2013

'The values of Athena SWAN are personally very important to me and to all of us at St George's. We are realistic about the work that must be done to fully realise the objectives of Athena SWAN but we hope that this application manifests the genuine and deep commitment made by St George's and demonstrates the genuine change in the culture of the organisation. This application comes with my strongest support.'

Professor Peter Kopelman
Principal

Good practice example: childcare and career coordinator role.



University of Sunderland

Bronze university renewal

- **Joined:** 2005
- **University bronze since:** 2006

'As a university we strongly support the Athena SWAN principles and the university executive will work with the faculty of applied sciences and the Athena SWAN self-assessment team to ensure that the implementation of the action plan is facilitated and any difficulties considered and addressed. We are proud to have been one of the first ten award holders. We will continue to work together to further equality of opportunity and career support for all by ensuring that the principles of Athena SWAN are embedded into our policies, practices and everyday dealing with each other.'

Shirley Atkinson
Deputy vice-chancellor

Good practice example: good gender representation on important boards and more than 50 per cent of committees chaired by women.

University of Ulster

Bronze university

- **Joined:** 2012
- **University bronze since:** Nov 2013

'Our commitment at the university is to promote inclusiveness and diversity across all academic activity. We have a number of schemes in place to support that commitment. I can personally associate with each of the five priority areas set out in the Athena SWAN action plan and believe that success in meeting those priorities through the achievement of the associated objectives will make this university even stronger.'

Professor Richard Barnett
Vice-chancellor

Good practice example: the Centre for Higher Education Research and Practice where academic staff can submit abstracts, deliver parallel sessions, present posters and network.

University of York

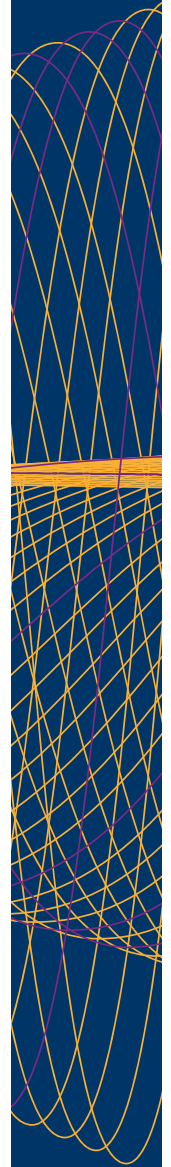
Bronze university renewal

- **Joined:** 2005
- **University bronze since:** 2006

'York has always placed a high premium on support for commitment to work-life balance. We continue, as we always have, to foster family-friendly practices, for example keeping our nursery open against the odds and ensuring the availability of parking spaces for those who have to arrive at work after the school run. We celebrate the achievements of women scientists. Such high fliers act as role models for younger women. I warmly endorse the report and action plan and will work hard to ensure that it is operationalised.'

Dr Jane Grenville
Acting vice-chancellor

Good practice example: leadership in action programme.



Awards

Departments

University of Birmingham School of Chemical Engineering

Bronze department

- **Joined:** 2011
- **University award level:** bronze
- **Department award since:** Nov 2013

'The school is committed to the agenda exemplified with Athena SWAN. The Athena SWAN process is key in continuing to shape the school's drive towards equality, transparency and fairness for all. Over the next few years we will endeavour to develop the Athena SWAN principles into the school, as we build toward the silver and gold awards, to enhance the environment in which we work, to ensure equality is at the centre of everything that we do, whether that be age, gender, ethnicity, creed or health.'

Professor Peter Fryer
Head of school

Good practice example: monitoring destination data of PhD alumni to use as alumni mentors for undergraduate and postgraduate students.

University of Birmingham School of Geography, Earth and Environmental Science

Bronze department

- **Joined:** 2011
- **University award level:** bronze
- **Department award since:** Nov 2013

'As head of school, I have been proud to initiate and lead our activities over the last 18 months to further the Athena SWAN agenda. I see the Athena SWAN agenda as an important counterweight to the market forces that are shaping the operation of modern universities. It provides a focus for articulation of values of fairness and balance in what we do, while not detracting from our pursuit of academic excellence.'

Professor I J Fairchild
Head of school

Good practice example: strong plans have already begun to address issues around recruitment of women.

University of Bristol
School of Experimental Psychology

Bronze department

- **Joined:** 2005
- **University award level:** bronze
- **Department award since:** Nov 2013

'Athena SWAN has further encouraged the involvement of academics and researchers across the school and made us think about what we need to do to tackle gender issues. For us, Athena SWAN is vitally important, and as a school, we are fully committed to the ethos of this initiative.'

Professor Jan Noyes
Head of school

Good practice example: the supportive and progressive women's returner scheme.

University of Cambridge
Faculty of Mathematics

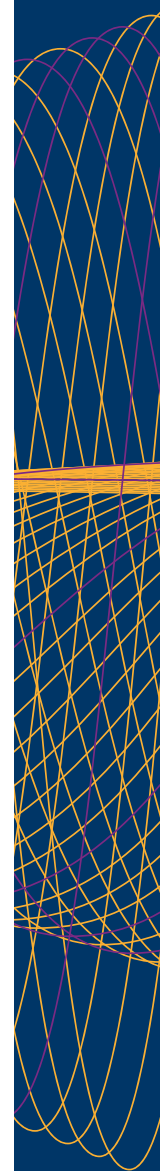
Bronze department

- **Joined:** 2005
- **University award level:** bronze
- **Department award since:** Nov 2013

'For the future, as articulated in the action plan, we will work to attract more mathematicians at Cambridge. We envisage changes to the website and aim to focus more effectively on women in our STEP preparation school for Cambridge entrants. We shall increase efforts to attract women to apply for positions at Cambridge, for example by undertaking active searches for strong women candidates. We expect all staff involved in recruitment within our departments to have completed equality and diversity training.'

Professor Peter H Haynes and
Professor Martin Hyland
Heads of departments

Good practice example: 'maths cafe' for undergraduates encourages peer support and gives them the opportunity to ask PhD students about further study and research.



University of Cambridge
Department of Pharmacology

Bronze department

- **Joined:** 2005
- **University award level:** bronze
- **Department award since:** Nov 2013

'Several initiatives originating within the department have already enhanced the inclusive culture of the department. Family-friendly policies such as arrangements for part-time working and scheduling meetings at times compatible with family responsibilities have in the main benefited women but have also had positive impacts for men who have responsibilities as principal carers for children or other dependants.'

Professor Peter McNaughton
Head of department

Good practice example: female lecturers, senior lecturers and readers have access to a CV review by a senior academic with experience of the promotions process.

University of Cambridge
Department of Psychology

Bronze department

- **Joined:** 2005
- **University award level:** bronze
- **Department award since:** Nov 2013

'I have taken special interest in this important Athena SWAN process which has enabled us to review and evaluate our practices with respect to career support for women faculty. I am committed to making available the necessary resources in time and finance, as well as in my leadership role, to sustaining our action plan and moving the department to best practice status in all domains of the Athena SWAN process.'

Professor Trevor W Robbins
Head of department

Good practice example: providing financial support so that graduate students can join senior colleagues at dinner after each departmental weekly Zangwill seminar.

University of Cambridge
Department of Zoology

Bronze department

- **Joined:** 2005
- **University award level:** bronze
- **Department award since:** Nov 2013

'Our Athena SWAN process will help us address one of our key strategic purposes: the recruitment of the next generation of world-leading scientists. The Athena SWAN self-assessment has been an educative process, providing clear evidence that we have a classic "pipeline" deficit in the representation of women scientists at lecturer level. I believe that the Athena SWAN charter is a positive driver of change. An Athena SWAN award is essential for the future wellbeing of the department and I am committed to embedding it in the department's culture.'

Professor Michael Akam
Head of department

Good practice example: equality and wellbeing committee.

Durham University
School of Medicine, Pharmacy and Health

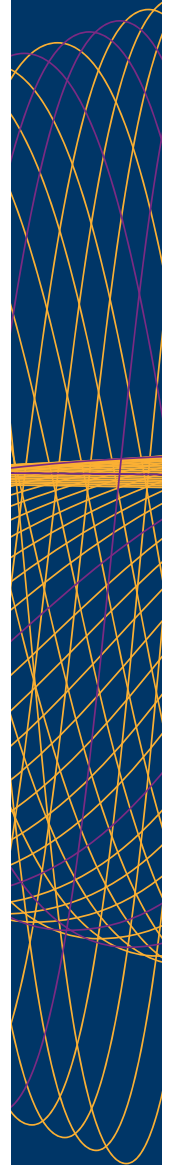
Bronze department

- **Joined:** 2010
- **University award level:** bronze
- **Department award since:** Nov 2013

'Our Athena SWAN process has been extraordinarily timely in that it has contributed substantially to restructuring the school's internal management structures to improve gender balance and create an even better working environment for all our staff.'

Professor A P S Hungin
Dean of medicine and head of school of medicine, pharmacy and health

Good practice example: all appointment panels have a minimum of 30 per cent women.



University of East Anglia
Norwich Medical School

Bronze department

- **Joined:** 2011
- **University award level:** bronze
- **Department award since:** Nov 2013

'The process leading up to this application has been very stimulating, identifying areas of good practice but also throwing up challenges not known to senior school management. It has been a pleasant surprise that some of these have had relatively straightforward solutions; for example, female representation on school committees, the "return to work fund" and more effective school communication. Other strategies, to support staff career progression, are more complex and will need careful consideration.'

Professor David Crossman
Dean

Good practice example: the self-assessment team considers all posts for part-time and flexible working.

University of Edinburgh
Edinburgh School of Architecture
and Landscape Architecture

Bronze department

- **Joined:** 2005
- **University award level:** bronze
- **Department award since:** Nov 2013

'For our school, the Athena SWAN process has been invaluable in allowing us to reflect on the work we already undertake. It also assists us in framing additional measures to embed the principles of gender equality. The data collected in this process has been invaluable in facilitating our plans for the future.'

John Brennan
Head of school

Good practice example: support for undergraduate and postgraduate students becoming parents.

University of Edinburgh
School of Clinical Sciences and
School of Molecular, Genetic and
Population Health Sciences
Bronze department

- **Joined:** 2005
- **University award level:** bronze
- **Department award since:** Nov 2013

'This application is the outcome of a rigorous, dynamic and engaged process that has created a groundswell of enthusiasm for change. Two excellent chairs were appointed early in 2012, and the self-assessment team brought together our staff and students to work collaboratively to gather and analyse information, formulate plans, consult and agree actions.'

Professor Hilary Critchley and
Professor Sarah Cunningham-Burley
Heads of schools

Good practice example: formation of student equality and diversity group, to support further development of gender equality.

University of Edinburgh
School of Health in Social Science

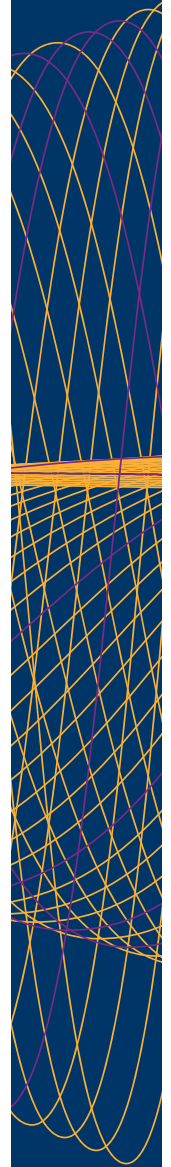
Bronze department

- **Joined:** 2005
- **University award level:** bronze
- **Department award since:** Nov 2013

'We are taking this opportunity to ensure that the learning from this process is applied across the whole school, irrespective of eligibility to apply for recognition with Athena SWAN. The energy and commitment of the diverse Athena SWAN self-assessment panel in the school has been remarkable, and this is extremely encouraging as we move into the next phase of implementing the ensuing action plan. The commitment is present though at all levels of the school, not just within individuals but within our planning and organisation.'

Professor Charlotte Clarke
Head of school

Good practice example: covering of maternity costs for those on fixed-term funding.



University of Edinburgh
Department of Psychology

Bronze department

- **Joined:** 2005
- **University award level:** bronze
- **Department award since:** Nov 2013

'I am impressed with the energy and creativity shown by the assessment team convenor, the other assessment team members and the psychology department's new head during the Athena SWAN process, and am confident their action plan will lead to important improvements. There is much to be done, but we hope the detail in this action plan indicates the seriousness with which we regard the tasks ahead.'

Andy McKinlay
Head of school

Good practice example: the public health clinical lectureship scheme which has provided an effective stepping stone to an academic career in public health.

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

Bronze department

- **Joined:** 2011
- **University award level:** bronze
- **Department award since:** Nov 2013

'If we can build an institute in which different ways of doing science can be appreciated, valued, supported and complemented, not only will we ensure equality for all, but we'll have a truly outstanding, secure and inspiring research environment in which everyone's career ambitions can be realised. The Athena SWAN process is an important part of building this vision, and I regard the construction of this application and the work that underlies it as a valuable investment to which I'm fully and personally committed.'

Professor Daniel Haydon
Director of institute

Good practice example: plans to avoid committee overload including rotating membership.

University of Glasgow
School of Geographical
and Earth Sciences

Bronze department

- **Joined:** 2011
- **University award level:** bronze
- **Department award since:** Nov 2013

'As a woman in a STEMM subject, I have long been aware of how few women climb the career ladder in science. Athena SWAN provides an opportunity to explore the reasons behind this phenomenon and a mechanism to work towards addressing this issue. It has been enlightening to gather the data and take stock of GES rather than work on a vague sense of how we are.'

Professor Maggie Cusack
Head of school

Good practice example: thoughtful assessment of culture and plans to address 'subtle masculinism'.

Imperial College London
Department of Computing

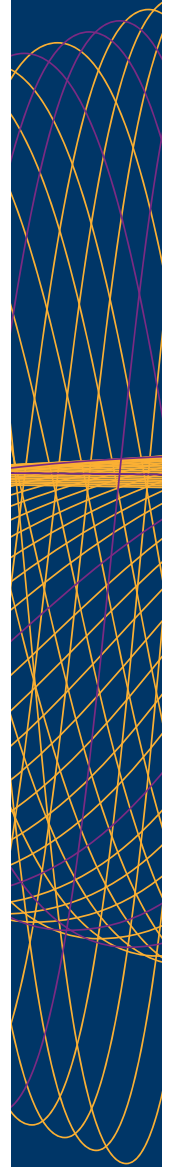
Bronze department renewal

- **Joined:** 2005
- **University award level:** silver
- **Department award since:** 2010

'I realised that the future success of the department would depend, not only on the scientific excellence of our individual members, but in how well we work together. While this agenda is not designed specifically for the purpose of widening diversity within the department, women and other underrepresented groups benefit greatly from this focus. We have a positive culture of diversity through inclusion in which everyone deserves and receives respect, fairness and compassion.'

Professor Susan Eisenbach
Head of department

Good practice example: women in computing group.



University of Leicester

Department of Infection, Immunity
and Inflammation

Bronze department renewal

- **Joined:** 2006
- **University award level:** bronze
- **Department award since:** 2011

'I view the Athena SWAN charter as a major initiative for my department and as a driver for formalising and investigating equality issues. I wish to emphasise my commitment to the importance of gender equality and in particular women in STEMM. The Athena SWAN scheme has been a major instrument for taking forward the department's culture, knowledge of the issues and processes for improvement. However, I recognise that there is still work to be done.'

Professor Peter Andrew
Head of department

Good practice example: early career researchers mentor.

University of Liverpool

Institute of Infection
and Global Health

Bronze department

- **Joined:** 2008
- **University award level:** bronze
- **Department award since:** Nov 2013

'I am totally committed to the success of the programme, and I am proud of the work our team has performed so far and is planning to deliver over the longer term. I think it is fair to say that although we were aware of the issues surrounding women in science, it was not really at the forefront of our thinking until the last few years. For someone like me, who did consider myself as relatively supportive of women in my group and indeed in the institute, the whole process has been something of a wake-up call, which I have found very valuable.'

Professor Tom Solomon
Director

Good practice example: maternity mentors scheme.

University of Liverpool
Institute of Psychology, Health
and Society

Bronze department

- **Joined:** 2008
- **University award level:** bronze
- **Department award since:** Nov 2013

'The principal aim of the institute is to address the health and wellbeing of citizens and wider society, and we have a proud tradition of research. The institute is committed to excellence in education and research and to equity. Although we recognise that we still have much to achieve, we are fully committed to the principles of Athena SWAN and to continuing to improve in this respect, and the process of self-assessment has proved a valuable opportunity to assess and address our current position and develop an action plan.'

Professor Peter Kinderman
Head of institute

Good practice example: the public health clinical lectureship scheme which has provided an effective stepping stone to an academic career in public health.

University of Manchester
School of Computer Science

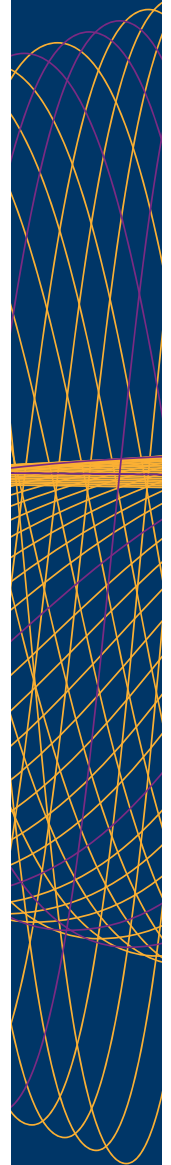
Bronze department

- **Joined:** 2008
- **University award level:** bronze
- **Department award since:** Nov 2013

'The Athena SWAN application process provides us with an excellent mechanism to review the environment of the school and its influence on staff development. Earlier this year I created a staff development committee that is charged with reviewing all of the processes that the school uses to manage and support staff. The aim of the staff development committee is to ensure that the school undertakes all processes relating to staff in a way that ensures equality of opportunity and support.'

Professor Jim Miles
Head of school

Good practice example: 'buddy-up' scheme for those considering promotion with those who have been successful in the past.



University of Manchester School of Materials

Bronze department

- **Joined:** 2008
- **University award level:** bronze
- **Department award since:** Nov 2013

'In order to maintain and improve the school's position, we recognise the need to continue to recruit and retain the best people. We regard embracing the principles of the Athena SWAN charter as a fundamental element of this process, which also means ensuring that the school of materials is a workplace where all colleagues feel valued and where the barriers to establishing and maintaining a successful academic career are minimised. The effort of the self-assessment team in preparing this document has enjoyed my full support.'

Professor Paul O'Brien FRS
Head of school

Good practice example: peer assisted student learning scheme; 56 per cent of student mentors are female.

University of Manchester School of Mathematics

Bronze department

- **Joined:** 2008
- **University award level:** bronze
- **Department award since:** Nov 2013

'I work actively across the school to ensure that support is provided for all staff and students through initiatives such as annual personal development reviews for permanent and contract staff and the proof of age standard scheme for students. I have personally been involved in researcher-led events, including the recent grant-writing workshop, and I strongly encourage staff and students to participate in university initiatives such as WiSET (women in science, engineering and technology) to provide networking opportunities for women.'

Professor Peter Duck
Head of school

Good practice example: developing a policy where returners have access to more money for research.

University of Manchester
School of Mechanical, Aerospace
and Civil Engineering

Bronze department

- **Joined:** 2008
- **University award level:** bronze
- **Department award since:** Nov 2013

'Since joining as head of school in 2012 I have actively endorsed opportunities for women in the school and I have overall responsibility for ensuring that the actions in our action plan are achieved and that planned outcomes are realised. Our action plan highlights the opportunities we have to improve not only the gender balance within the school, but to create equal opportunities for all staff and address the different perceptions of male and female staff concerning values and behaviours.'

Professor Andy Gibson
Head of school

Good practice example: that job applications are monitored and shortlists are reconsidered if the proportion of women is not high enough.

University of Manchester
School of Physics and Astronomy

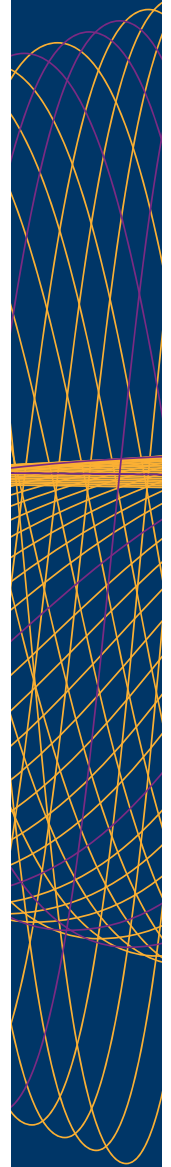
Bronze department

- **Joined:** 2008
- **University award level:** bronze
- **Department award since:** Nov 2013

'I am delighted to declare my wholehearted personal commitment to the Athena SWAN principles. University policies on equality and diversity have been embedded in the school processes for several years. There has been a step change in activities. Some examples – there is a reinvigorated researcher forum, lunches for female staff at all levels being advised by senior female professors, two undergraduates (male and female) organise regular lunch-time seminars, with two speakers (male and female), attended by staff and students with an excellent gender mix.'

Professor Stephen Watts
Head of school

Good practice example: all staff regularly considered for promotion.



Newcastle University
Institute of Genetic Medicine

Bronze department

- **Joined:** 2009
- **University award level:** bronze
- **Department award since:** Nov 2013

'I recognise the importance of continually striving to enhance the balanced work culture at the IGM. I therefore established an Athena SWAN self-assessment team tasked with the ambitious long-term challenge of ensuring that every member of staff achieves their potential. We remain particularly committed to the development of our early career researchers. We have constructed a programme of seminars and engagement events that capture the breadth of potential career options available, providing clear guidance as to the best way forward.'

Patrick F Chinnery
Director

Good practice example: private room for expressing milk.

The Open University
Department of Mathematics
and Statistics

Bronze department

- **Joined:** 2012
- **University award level:** bronze
- **Department award since:** Nov 2013

'I played a full part in the preparation of this submission and provided opportunities for departmental engagement via discussions and within a range of formal meetings, including full departmental meetings and meetings of the senior management team. I recognise the importance of ensuring that all staff can realise their full potential and Athena SWAN is now a high-profile part of the department's work that is being embedded in all aspects of our activities.'

Dr Toby O'Neil
Head of department

Good practice example: flexible working policies are in place and staff are encouraged to make use of them, with the success of this benchmarked.

The Open University
Department of Physical Sciences

Bronze department

- **Joined:** 2012
- **University award level:** bronze
- **Department award since:** Nov 2013

'We are designing processes to level the playing field – and a positive side effect of this is that opportunities and conditions are improved for everybody. In this way, we hope to achieve better gender equality (and diversity). Several things have changed in the past year as we have checked that department procedures support our own, and the university's Athena SWAN action plans, for example, not scheduling meetings to start before 10am or after 4pm. This is to ensure that staff engaged in childcare are not excluded from departmental activities.'

Professor Monica M Grady
Head of department

Good practice example: online workload model with tariffs for outreach, Juno and Athena SWAN.

University of Oxford
Nuffield Division of Clinical
Laboratory Sciences

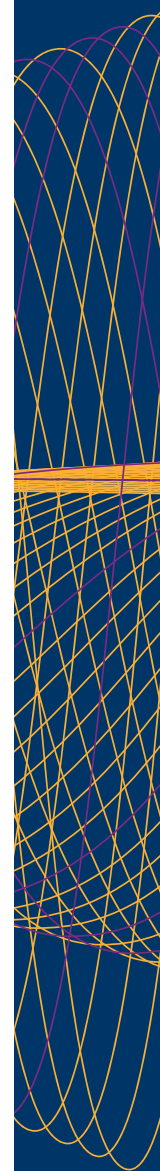
Bronze department

- **Joined:** 2005
- **University award level:** bronze
- **Department award since:** Nov 2013

'I firmly believe that successfully implementing the Athena SWAN principles is both achievable and key to our success. By engaging with Athena SWAN we are more fully aware of our strengths and weaknesses and have already seen benefits deriving from the process leading up to this application. Examples include rescheduling of family-unfriendly seminar timings, establishing an NDCLS strategy committee and increased requests for personal development reviews.'

Professor Kevin C Gatter
Head of department

Good practice example: interviews for staff returning from maternity leave.



University of Oxford
Department of Oncology

Bronze department

- **Joined:** 2005
- **University award level:** bronze
- **Department award since:** Nov 2013

'The self-assessment exercise we have undertaken over the past 12 months provided the first opportunity to reflect on our achievements as well as to identify areas for improvement. We are proud that we have been successful in attracting, recruiting and retaining successful and influential female academics and clinicians, both at junior and senior levels, who can act as excellent role models for the large number of female students and research scientists who work in the department.'

Professor W Gillies McKenna
Head of department

Good practice example: parents with childcare responsibilities are given priority with parking permit allocations.

University of Oxford
Nuffield Department of
Orthopaedics, Rheumatology
and Musculoskeletal Sciences
Bronze department

- **Joined:** 2005
- **University award level:** bronze
- **Department award since:** Nov 2013

'The complex interplay between clinical work, research and teaching introduces both challenges and opportunities. We aim to provide a very family-friendly work ethic and culture where both women and men appreciate and value flexibility in their workplace allowing them to lead a balanced and fulfilling life. I have personally found the Athena SWAN process to be a learning experience at the same time as providing reassurance that we have a family-friendly culture at work.'

Professor Andrew J Carr
Head of department

Good practice example: all members on recruitment panels to receive training on minimising the impact of stereotype and unconscious bias.

University of Oxford
Sir William Dunn School of Pathology

Bronze department

- **Joined:** 2005
- **University award level:** bronze
- **Department award since:** Nov 2013

'As incoming head of department the Athena SWAN process has been valuable in highlighting areas that need most attention. My top priorities are to introduce appropriate annual appraisal for all members of the department, to formalise a comprehensive system of mentorship for younger group leaders, and to improve some of the departmental processes that underlie HR and career progression. To do this, I am 100 per cent committed to making the changes needed to help establish best practice in the areas of concern to the Athena SWAN process.'

Professor Matthew Freeman
Head of department

Good practice example: covering the financial cost of maternity leave if not covered by their funding sources.

University of Oxford
Department of Pharmacology

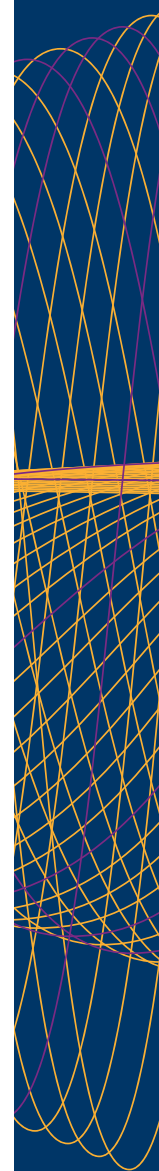
Bronze department

- **Joined:** 2005
- **University award level:** bronze
- **Department award since:** Nov 2013

'We recognise that it is essential for our mission to maximise the talent across the workforce and to this effect we actively seek applications from women for our posts. We have a good track record in providing a flexible and caring working environment taking into account needs for individually tailored work patterns. We have greatly benefitted from extensive and creative departmental-wide input into our action plans which we are confident that we can deliver and which we have no doubt will increase the vibrancy and success of our research and teaching missions.'

Professor Antony Galione
Head of department

Good practice example: all staff members are welcome to engage in the decision-making committee process.



University of Oxford
Nuffield Department of
Population Health

Bronze department

- **Joined:** 2005
- **University award level:** bronze
- **Department award since:** Nov 2013

'Athena SWAN has come at an opportune time for the newly created department, since many of our procedures and practices will now be developed with due attention given to the objectives of the Athena SWAN initiative. Our action plan includes a range of initiatives largely designed to enhance the careers of women within the department and to attract new female students and staff interested in pursuing careers in population health. I am fully committed to ensuring that the department develops in a way that ensures women scientists can flourish and achieve their full potential.'

Professor Sir Rory Collins
Head of department

Good practice example:
mentors available to those going
for promotion.

Queen Mary, University of London
Institute of Dentistry

Bronze department

- **Joined:** 2005
- **University award level:** bronze
- **Department award since:** Nov 2013

'I am personally committed to leading a development plan to enhance the environment in which our female academics can flourish. For example we intend to address our recruitment practices, ensuring that women are always represented on appointment panels, provide more support for women returning to work following maternity leave and offer active encouragement of female academics during annual promotion rounds.'

Professor Mike Curtis
Institute director

Good practice example: a lunch
for returners from maternity
and paternity leave to create a
supportive work environment
for parents.

University of Sheffield
Department of Biomedical Science

Bronze department

- **Joined:** 2009
- **University award level:** bronze
- **Department award since:** Nov 2013

'Through the whole department's engagement with the Athena SWAN process, we have recognised the need to improve our recruitment and retention of female staff further, and to overcome the difficulties associated with the transition from postdoc to lecturer. We are working with HR on staff training to raise awareness of unconscious bias and are engaging in mentorship schemes to support early career researchers in reaching their goals.'

Professor David Grundy
Head of department

Good practice example: work-allocation champion.

University of Sheffield
Department of Chemistry

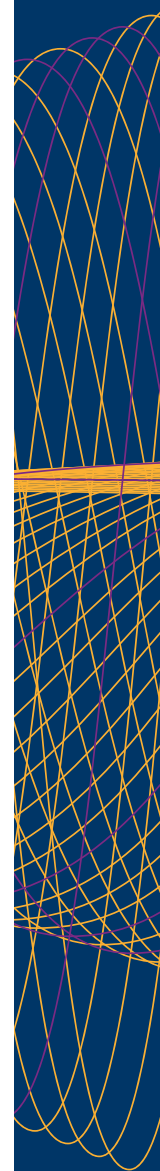
Bronze department

- **Joined:** 2009
- **University award level:** bronze
- **Department award since:** Nov 2013

'Last year, I established an equality and diversity committee, which has undertaken the work that is described in the accompanying submission for Athena SWAN status. Their valuable work has highlighted a number of issues that need attention, and the one that I think is the most crucial relates to ensuring an equitable and transparent workload-allocation process. I think we have made some progress, but there is much more to do.'

Professor R F W Jackson
Head of department

Good practice example: mentoring programmes including support for writing fellowship applications.



University of Sheffield
School of Clinical Dentistry

Bronze department

- **Joined:** 2009
- **University award level:** bronze
- **Department award since:** Nov 2013

'As dean of school I am committed to a management style that embraces equity and fairness for all, and includes staff at all levels, full-time or part-time, in decision-making processes and the running of the school. We fully support staff with special circumstances, carer responsibilities, and those who take maternity leave. Our commitment to Athena SWAN will help us to continue these efforts and achieve the vision in our action plan.'

Professor Paul M Speight
Dean of school

Good practice example: facilities for nursing mothers.

University of Sheffield
Department of Electronic
and Electrical Engineering

Bronze department

- **Joined:** 2009
- **University award level:** bronze
- **Department award since:** Nov 2013

'The department has introduced several successful policies which have, in conjunction with commitment from staff across grades, resulted in continued improvements in our recruitment and development of female staff and students. The award application process has given us the opportunity to take stock of our present position and to develop a coherent plan to consolidate and continue to build on our previous work to increase female participation in electronic and electrical engineering.'

Professor Geraint Jewell
Head of department

Good practice example: proactive and multifaceted consideration of maternity leave policy.

University of Sheffield
School of Mathematics and Statistics

Bronze department

- **Joined:** 2009
- **University award level:** bronze
- **Department award since:** Nov 2013

'The reflection of where we are now, where we want to be, and how we get there has been sobering, but constructive. It has given visibility, unity and momentum to a process that had begun spontaneously in a number of unconnected ways. It has been a pleasure to play a part in working on our Athena SWAN application and to put the ideals at the heart of the school's continuing process of building a common identity and culture.'

Professor John Greenlees
Head of school

Good practice example: all staff considered in every promotion round, with gender monitoring of those who chose to opt out.

University of Sheffield
Department of Molecular Biology and Biotechnology

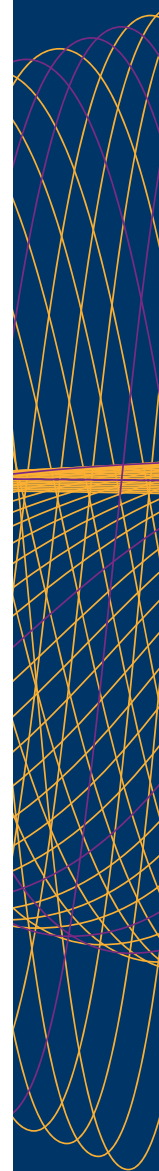
Bronze department

- **Joined:** 2009
- **University award level:** bronze
- **Department award since:** Nov 2013

'While small, the steps we have already taken are not insignificant and provide a foundation to delivering measurable improvement in female representation in the biological sciences. For example, we run regular workshops in the department for early career women scientists to meet and discuss the behavioural patterns that make someone successful, how best to present oneself in the job market, how to compete.'

Professor Alastair Goldman
Head of department

Good practice example: tailoring university performance and development reviews to postdoctoral researchers' progression needs.



University of Sheffield

Department of Physics
and Astronomy

Bronze department

- **Joined:** 2009
- **University award level:** bronze
- **Department award since:** Nov 2013

'Having worked alongside and been mentored by a number of women scientists, I strongly believe that there are no fundamental barriers to the gender distribution within the department becoming representative of society as a whole. By acting now to embrace change, we will ensure that our female staff receive regular support from senior leadership within the department, which will help to maximise the success of our long-term strategy of achieving equality of representation at all grades.'

Professor Nigel Clarke
Head of department

Good practice example: proactively working to transfer to open-ended contracts.

University of Southampton

Centre for Biological Sciences

Bronze department

- **Joined:** 2005
- **University award level:** bronze
- **Department award since:** Nov 2013

'The centre for biological sciences strives to provide a top class learning experience for students alongside a successful, vibrant, and cutting edge research environment. We are fully supportive of the ethos of Athena SWAN and together with colleagues in biological sciences will endeavour to implement the action plan as detailed in our application. We look forward to biological sciences reaping the benefits of improvements in the diversity of the workforce over the coming years.'

Professor Keith T Jones and
Professor Stephen Hawkins
Head of centre and dean of faculty

Good practice example: job adverts offer part-time and flexible options for all posts.

University of Strathclyde
Department of Physics

Bronze department

- **Joined:** 2005
- **University award level:** bronze
- **Department award since:** Nov 2013

'I have been an active member of our self-assessment team and fully support our action plan. It has been instructive and informative working with the team to further explore the relevant issues and data. As on many occasions I have been impressed by the hard work and professionalism of my colleagues and their efforts to make a difference in areas of importance, such as the promotion of equality and diversity. I am committed to seeing our Athena SWAN action plan successfully applied to all areas of activity and strategy.'

Professor Robert Martin
Head of department

Good practice example: support for mothers around promotion.

Swansea University
College of Medicine

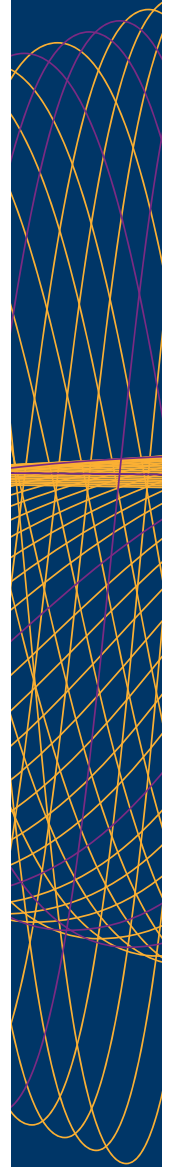
Bronze department

- **Joined:** 2007
- **University award level:** bronze
- **Department award since:** Nov 2013

'I intend to continue to encourage and facilitate the implementation of our Athena SWAN action plan to achieve genuine progress in a cultural shift over time. By introducing the pilot work shadowing scheme I believe that we can provide committee experience and open up future leadership opportunities for our female staff.'

Professor Keith Lloyd
Dean and head

Good practice example: overseas visits for career development are organised with family contexts in mind.



University College London
Department of Chemistry

Bronze department

- **Joined:** 2005
- **University award level:** bronze
- **Department award since:** Nov 2013

'My vision is to work with staff as a team in the creation of a department in which each feels capable and supported in making their full contribution towards the whole endeavour. This relies upon ensuring that women in particular are fully involved in all of the departmental processes essential for our future health and development.'

Professor Ivan Parkin
Head of department

Good practice example: mentoring scheme for those applying for promotion.

University College London
Eastman Dental Institute

Bronze department

- **Joined:** 2005
- **University award level:** bronze
- **Department award since:** Nov 2013

'Inequality significantly influences oral health and systemic wellbeing. The institute routinely takes account of such inequality, but must also identify and stop any inequality in our workforce. I therefore strongly endorse the following SWAN action plan and will endeavour to continue to promote gender equality that recognises, promotes and rewards the contribution of women to academic dentistry and related subjects.'

Professor Stephen Porter
Director

Good practice example: flexible support for students who become pregnant.

University College London
UCL Ear Institute

Bronze department

- **Joined:** 2005
- **University award level:** bronze
- **Department award since:** Nov 2013

'Active engagement by the institute's self-assessment team across all our activities will ensure continued development of an equitable working environment in terms of gender, work-life balance and opportunities for promotion. In addition to developing the institute's research and teaching profile, the strategy team will be charged with ensuring that the aims and ethos of Athena SWAN are fully incorporated into development and management of individuals by their unit leads.'

Professor David McAlpine
Director

Good practice example: UCL early career neuroscientists' forum.

University College London
Department of Mathematics

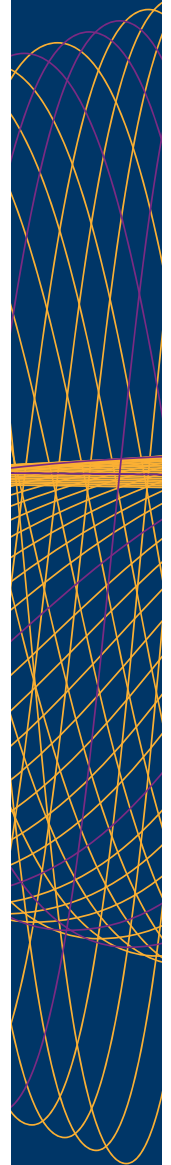
Bronze department

- **Joined:** 2005
- **University award level:** bronze
- **Department award since:** Nov 2013

'Promoting policies enabling women to achieve success in STEMM has been one of my priorities since becoming head of department. We pride ourselves on being a friendly, inclusive department with excellent working practices for student and staff with supporting evidence coming from the recent national student survey and UCL-wide surveys. We believe we have a comprehensive and workable plan to begin addressing the gender imbalance both in our department and, more generally, the UK mathematics community.'

Professor N Robb McDonald
Head of department

Good practice example: chair of academic appointment panels rolled out unconscious bias awareness training to all academic staff involved in recruitment and selection.



University College London

Division of Surgery and
Interventional Science

Bronze department

- **Joined:** 2005
- **University award level:** bronze
- **Department award since:** Nov 2013

'Enabling women to fully contribute to creating and sustaining an environment where research and teaching excellence are fostered and celebrated will be an integral element to our success. While we recognise that there is more to be done, we see this as an exciting journey.'

Professor Mark Emberton
Director

Good practice example:

unconscious bias training workshops will be offered to all academic staff.

University of York

Department of Mathematics

Bronze department

- **Joined:** 2005
- **University award level:** bronze
- **Department award since:** Nov 2013

'My aim, together with my senior colleagues, and within the constraints imposed by university rules and our immediate physical environment, is to create sustainable structures that promote a collegial atmosphere that is welcoming to men and women. I will encourage staff of either gender to fulfil their potential and, as far as possible, their ambitions, and strive to increase further the participation of women in mathematics at all levels.'

Professor Ed Corrigan
Head of department

Good practice example:

good policies in place for maternity leave, including reducing teaching load for the first year after return from maternity leave.

University of York
Hull York Medical School

Bronze department

- **Joined:** 2005
- **University award level:** bronze
- **Department award since:** Nov 2013

'The success of academic medicine in the future will depend greatly on the extent to which the principles enshrined in the Athena SWAN Charter can be embedded in medical schools. HYMS is a young medical school and in my view it is essential that we are progressive and forward looking, becoming a school where women are at the heart of our teaching scholarship, research and leadership.'

Professor Trevor Sheldon
Dean of school

Good practice example: training for those on recruitment panels.

Aston University
School of Engineering and Applied Sciences

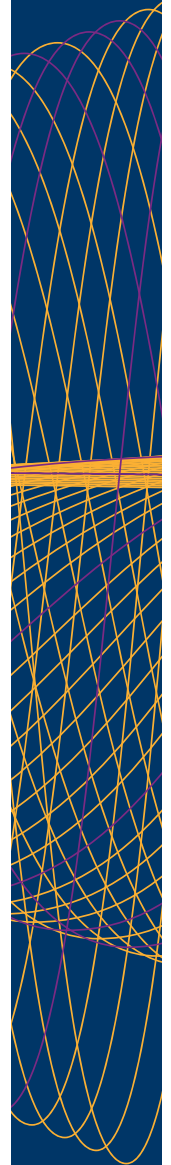
Silver department

- **Joined:** 2009
- **University award level:** bronze
- **Department award since:** Nov 2013

'We have established a strong, diverse and enthusiastic self-assessment team with representation from all academic career levels. Members have committed their time and long-term engagement for this journey. We have established a number of policies and best practices to improve the attraction, retention and progression of female academics; as well as to enhance female scientific and engineering development and overall engagement in school leadership and strategy.'

Professor Robert Berry
Dean of school

Good practice example: range of proactive support to facilitate the promotion of women and financial and pastoral support for early career researchers.



University of Birmingham

College of Medical
and Dental Sciences

Silver department

- **Joined:** 2011
- **University award level:** bronze
- **Department award since:** Nov 2012

'We believe that the change in culture brought about by the Athena SWAN initiatives has improved life in the college for everyone and we look forward to continuing to deliver and develop the objectives set out in our action plan, in line with the university's new advancing equality and employment initiative, launched this month.'

Professor Eric Jenkinson
Head of college

Good practice example: provision of a series of development opportunities such as confidence building, assertiveness and chairing meetings.

Imperial College London

Department of Materials

Silver department renewal

- **Joined:** 2005
- **University award level:** silver
- **Department award since:** 2010

'Our department's mission is ambitious and reflects our strategic intent to be the department of choice for students, research and industry. The main objective of our action plan was to invigorate the department and to instil a shared sense of purpose for the future. We needed a culture change and I am delighted to report that we achieved it through paying close attention to the Athena SWAN process.'

Professor Neil McN Alford
Head of department

Good practice example: staff express their constraints on lecturing times and the teaching timetable is developed to account for these.

Imperial College London
School of Public Health

Silver department renewal

- **Joined:** 2005
- **University award level:** silver
- **Department award since:** 2010

'I set among our top priorities daring and innovative strategies that included the need to support women in science. Together we began reforming the school by addressing and eliminating many hurdles that still today make a career in science so much more difficult for women than for men. I believe we have made huge progress in creating an environment in which female academics are supported and see doors opening rather than closing as they move through important transitions such as motherhood and progress up the career ladder.'

Professor Elio Riboli
Head of department

Good practice example: comprehensive parental leave pack including information on handover, policies for flexible working and campus childcare facilities.

Lancaster University
Faculty of Health and Medicine

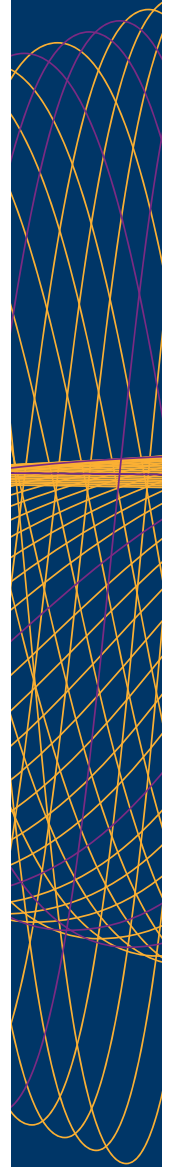
Silver department

- **Joined:** 2007
- **University award level:** bronze
- **Department award since:** April 2012

'I was gratified by the number of colleagues who attended a faculty promotions workshop held this year. The workshop included presentations from senior female academics and input from HR. Feedback from this event was extremely positive and resulted in a sharp rise in promotions application and we shall certainly repeat it next year. I finish as dean in summer 2014. I have sought explicitly to champion gender equality in the faculty and I fully expect my successor to do the same.'

Professor Tony Gatrell
Dean of faculty

Good practice example: principles developed around return to work after maternity leave are now being implemented at university level.



Lancaster University
Department of Physics

Silver department

- **Joined:** 2007
- **University award level:** bronze
- **Department award since:** Nov 2013

'I will play a very active role in making sure that our plan of action as stated in our Juno application is fully undertaken. I look forward to working with the whole department to continue on the path of improving the culture and conditions for all staff, and to make preparations for applying for the Athena SWAN gold award.'

Professor P N Ratoff
Head of department

Good practice example: workload model provides allowance for time spent on all the pastoral, administrative, support and teaching roles undertaken by academic staff.

University of Liverpool
Institute of Integrative Biology

Silver department

- **Joined:** 2008
- **University award level:** bronze
- **Department award since:** Nov 2013

'The formation of our institute and the Athena SWAN initiative, as driven by our Athena SWAN group, has generated added impetus and enabled us to look honestly at our culture and ethos, identify elements that need to change or improve, and define practical initiatives to achieve a long-lasting and fundamental shift in the gender balance.'

Professor Andrew Cossins
Head of institute

Good practice example: tenure-track fellowship scheme aimed at providing a structured and monitored transition for early career researchers to permanent academic posts.

University of Liverpool
Institute of Translational Medicine

Silver department

- **Joined:** 2008
- **University award level:** bronze
- **Department award since:** Nov 2013

'My ambition is to create a world-class institute where creative and ambitious people can thrive. The appointment, retention and promotion of women are all crucial to this. The issues that women face to progress in science and medicine require positive action. We identified combining family responsibilities with an academic career, and lack of visible role models, along with more intense support for female early career stage researchers, to be our most pressing areas for addressing. I therefore strove to establish an atmosphere that supports women.'

Professor Kevin Park
Head of institute

Good practice example: all staff receive equality and diversity training.

University of Nottingham
School of Life Sciences

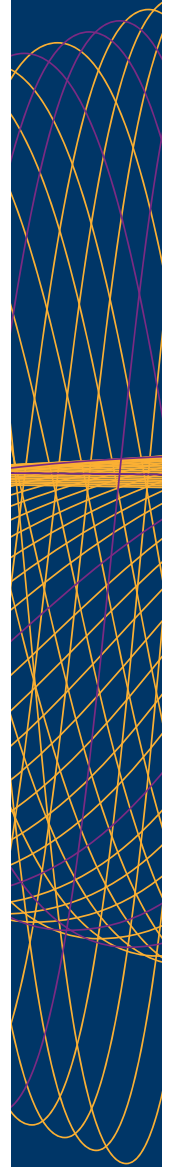
Silver department

- **Joined:** 2005
- **University award level:** silver
- **Department award since:** Nov 2013

'I am fully committed to the Athena SWAN principles and will use them in the school of life sciences to develop family-friendly approaches to all of our work. I believe it is important that all staff can combine the development of their careers with fulfilling their family responsibilities. My commitment to these principles is illustrated by my membership of the self-assessment team and is shared by the school management team.'

Professor I A Macdonald
Head of school

Good practice example: all staff members are able to see an anonymised overview of individuals' workload within the school.



University of Nottingham
School of Physics and Astronomy

Silver department renewal

- **Joined:** 2005
- **University award level:** silver
- **Department award since:** 2010

'In preparing this submission and critically assessing our own performance, it became apparent that the good practice "bar" has been raised by other departments and schools; in the sense of making science more attractive and inclusive for women and underrepresented groups, I am pleased to have been so challenged. My aspiration for this application is that we will push that bar higher still.'

Professor Richard Bowtell
Head of school

Good practice example: fellowships that include childcare costs.

University of Oxford
Department of Primary Care
Health Sciences

Silver department

- **Joined:** 2005
- **University award level:** bronze
- **Department award since:** Nov 2012

'We remain humbled by the way Athena SWAN has galvanised the sense of joint working and common goals across most of the departmental staff – no other issue has so captured the corporate imagination, in an already very collaborative department. Continued self-appraisal through Athena SWAN has led to some inspirational and novel ideas for improvement and a much better understanding of the issues at stake.'

Professor Richard Hobbs
Head of department

Good practice example: setting up a young families group to consider issues particularly relevant to new parents at work.

Queen's University Belfast
School of Chemistry and Chemical
Engineering

Silver department renewal

- **Joined:** 2005
- **University award level:** silver
- **Department award since:** 2010

'Since 2010, the flexible working strategy has become embedded within the school's working practice. As a result, staff routinely take maternity/paternity/adoption leave and a number of academic and postdoctoral staff work part-time. For those who work flexibly, we make every effort to arrange meetings to maximise the availability of staff. When it is not possible for staff to attend, their views are sought prior to the meeting. I fully endorse the action plan and application and believe that retaining our silver award will provide further impetus for us to help to develop our female staff.'

Professor Chris Hardacre
Head of school

Good practice example: academics returning from maternity leave are relieved of teaching and administrative duties for six months following the return.

University of Reading
School of Mathematical and Physical
Sciences

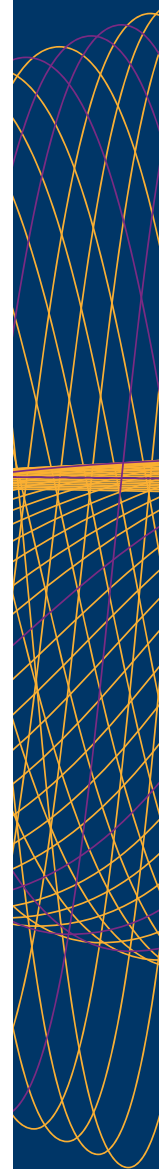
Silver department renewal

- **Joined:** 2007
- **University award level:** bronze
- **Department award since:** 2010

'The school values and supports the Athena SWAN charter. Indeed a strategic school aim is "to develop a world-class working environment which actively supports diversity". This is a superb goal in its own right – we want an environment that supports all staff and their career development. At the same time this goal enables our other aims. In particular, it promotes a supportive research environment and the attraction and retention of the highest quality staff.'

Professor Simon Chandler-Wilde
Head of school

Good practice example: gender awareness training for all.



University of Sheffield
Department of Chemical
and Biological Engineering
Silver department

- **Joined:** 2009
- **University award level:** bronze
- **Department award since:** Nov 2013

'I believe gender equality is vital for us all to achieve our full potential. While chemical engineering is one of the better engineering disciplines in this regard, there remains much to be done. I am one of two gender-equality champions in the department and have been actively involved in the preparation of this application.'

Professor Phillip C Wright
Head of department

Good practice example: reduced administrative and teaching on return from maternity leave for the first year.

University College London
Department of Chemical
Engineering
Silver department renewal

- **Joined:** 2005
- **University award level:** bronze
- **Department award since:** 2009

'It is a privilege to lead such a diverse, energetic and highly motivated department. It exudes a friendly and supportive atmosphere, and an attitude consistent with the ethos of Athena SWAN. We unanimously aspire to work in a department and discipline that has gender equality according to all metrics.'

Professor Marc Olivier Coppens
Head of department

Good practice example: training fund for PhD students to enable travel to international conferences.

University College London
Institute of Child Health

Silver department

- **Joined:** 2005
- **University award level:** bronze
- **Department award since:** Nov 2013

'I will ensure that ICH capitalises on its position of a predominately female workforce to be an exemplar in ensuring that the careers of women develop, alongside those of men. We will do this by leading and managing current best practice and innovations. I am very proud of the support for women's careers that is already evident at ICH and look forward to embedding, within our organisation, the vision and values of Athena SWAN.'

Professor Rosalind L Smyth
Director

Good practice example: mums and dads' support group being set up in response to an online staff survey.

University College London
Institute of Epidemiology
and Health Care

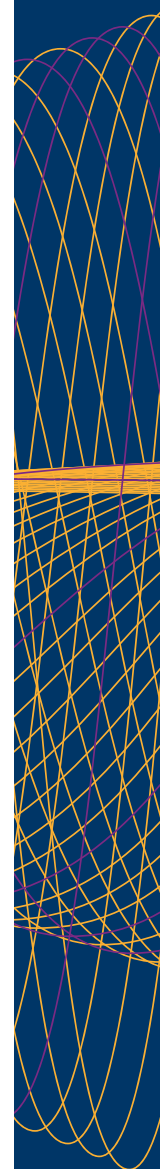
Silver department

- **Joined:** 2005
- **University award level:** bronze
- **Department award since:** Nov 2013

'As director of the Institute of Epidemiology and Health Care, I am delighted to commit time and support to SWAN initiatives and develop and maintain a culture that fosters academic careers for women. In applying for a silver award, it is our firm belief that IEHC already has a strong track record of support for family-friendly working; this flexibility is a core value of our institute.'

Professor Andrew Steptoe
Director

Good practice example: early career forum for PhD students and postdoctoral researchers.



University College London
Division of Infection and Immunity

Silver department

- **Joined:** 2005
- **University award level:** bronze
- **Department award since:** Nov 2013

'We regard the training and mentoring of young scientists, especially women, as key to implementing and sustaining Athena SWAN. We passionately feel that for change to occur, women scientists need to be more visible as role models. In addition to increasing the profile of our own women scientists, we have established an annual showcase of women in science, with scientific talks by world-class female scientists and discussions by male and female senior staff about combining career and family.'

Professor Judy Breuer and
Professor Hans Stauss
Co-directors of division

Good practice example: fellowship advisory panel to coach and advise those applying for research proposals and to prepare them for fellowship interviews.

University College London
UCL Medical School

Silver department

- **Joined:** 2005
- **University award level:** bronze
- **Department award since:** Nov 2013

'UCLMS is proud to have a majority female workforce, and we are committed to continuing to improve women's achievements in clinical academia. This Athena SWAN application gives us the opportunity to demonstrate our strengths, and create a feasible action plan to improve the careers of our female colleagues.'

Professor Jane Dacre
Director

Good practice example: membership of committees for junior staff supported to encourage relevant experience.

University of Warwick
Department of Physics

Silver department renewal

- **Joined:** 2009
- **University award level:** silver
- **Department award since:** 2010

'The chair of the welfare and communications group (WCG) continues to take a positive role in the university's Athena SWAN group network, where representatives from different STEMM departments exchange ideas of best practice; the WCG also liaises with groups external to Warwick. The head of department wholeheartedly supports the renewal of the Athena SWAN silver award.'

Professor Robin Ball
Head of department

Good practice example: any all-male shortlists for promotions and appointments will require approval by the head of department in the light of clear written justification.

University of Cambridge
Department of Physics

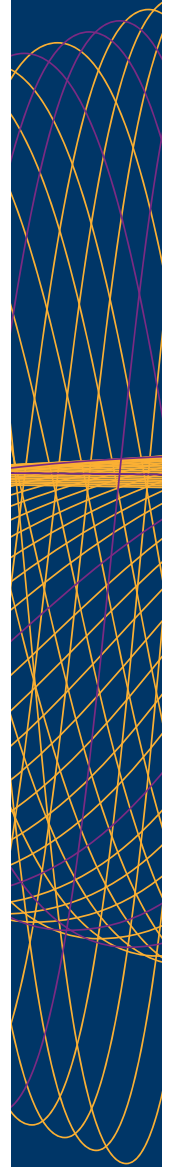
Gold department

- **Joined:** 2005
- **University award level:** bronze
- **Department award since:** 2010

'As incoming head of department, I have made this issue a personal priority. I want to build on the excellent track record of the department which was the first in the university to gain an Athena SWAN award. Thanks to the Athena SWAN team here, we have a clear plan of work to follow and this will be pursued at all levels. I look forward to seeing the careers of our female staff continue to flourish in the future.'

Professor M A Parker
Head of department

Good practice example: comprehensive parental leave pack including information on handover, policies for flexible working and campus childcare facilities.



Queen's University Belfast
School of Psychology

Gold department

- **Joined:** 2005
- **University award level:** silver
- **Department award since:** 2010

'As a senior female academic (and a working mother myself), I am very committed to the SWAN charter principles. Through Athena SWAN we not only create an environment that is supportive and inclusive for our female staff but also our male staff. By increasing awareness, staff can now see how developing and supporting our talented female academics significantly benefits the school, allowing everyone to realise their potential.'

Professor Cathy Craig
Head of school

Good practice example: proactive, ongoing support for the promotion of women.

University of York
Department of Biology

Gold department

- **Joined:** 2005
- **University award level:** bronze
- **Department award since:** 2007

'The biology department is proud to foster a supportive culture that helps all staff and students reach their full potential and we embrace the values of the Athena SWAN charter. Our philosophy is that poor working practices discriminate disproportionately against women whereas good practices support all. I look forward to the next three years and fully support the new actions that will help reduce the attrition of females at critical stages of their biology careers.'

Professor Deborah F Smith
Head of department

Good practice example: guidance on the process for named researchers on research grants has been produced, to mitigate any in-built gender bias that such processes may have.

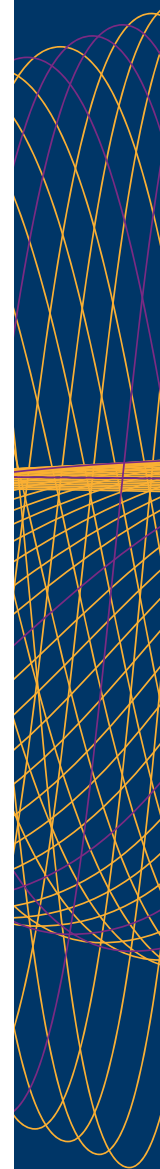
Athena SWAN charter awards

November 2013

Bronze university awards

'Recognising that the university has a solid foundation for eliminating gender bias and developing an inclusive culture that values all staff.'

- University of Bath
- University of Bristol
- University of Dundee
- University of Kent
- Kingston University
- University of Liverpool
- Liverpool School of Tropical Medicine
- University of Oxford
- Plymouth University
- Queen Mary, University of London
- University of South Wales
- St George's, University of London
- University of Sunderland
- University of Ulster
- University of York



Bronze department awards

'Recognising that in addition to institution-wide policies the department has identified particular challenges and is planning activities to address these in the future.'

University of Birmingham

- School of Chemical Engineering
- School of Geography, Earth and Environmental Science

University of Bristol

- School of Experimental Psychology

University of Cambridge

- Faculty of Mathematics
- Department of Pharmacology
- Department of Psychology
- Department of Zoology

Durham University

- School of Medicine, Pharmacy and Health

University of East Anglia

- Norwich Medical School

University of Edinburgh

- Edinburgh School of Architecture and Landscape Architecture
- School of Clinical Sciences and School of Molecular, Genetic and Population Health Sciences
- School of Health in Social Science
- Department of Psychology

University of Glasgow

- Institute of Biodiversity, Animal Health and Comparative Medicine
- School of Geographical and Earth Sciences

Imperial College London

- Department of Computing

University of Leicester

- Department of Infection, Immunity and Inflammation

University of Liverpool

- Institute of Infection and Global Health
- Institute of Psychology, Health and Society

University of Manchester

- School of Computer Science
- School of Materials
- School of Mathematics
- School of Mechanical, Aerospace and Civil Engineering
- School of Physics and Astronomy

Newcastle University

- Institute of Genetic Medicine

The Open University

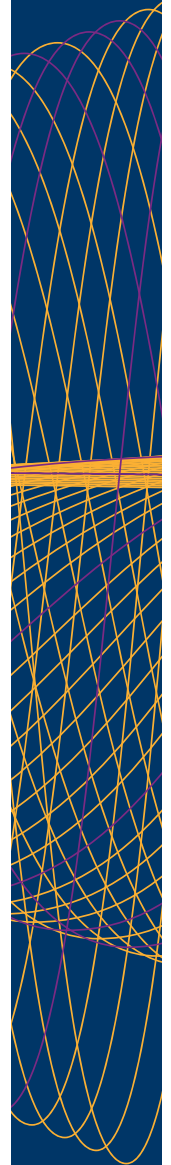
- Department of Mathematics and Statistics
- Department of Physical Sciences

University of Oxford

- Nuffield Division of Clinical Laboratory Sciences
- Department of Oncology
- Nuffield Department of Orthopaedics, Rheumatology and Musculoskeletal Sciences
- Sir William Dunn School of Pathology
- Department of Pharmacology
- Nuffield Department of Population Health

Queen Mary, University of London

- Institute of Dentistry



University of Sheffield

- Department of Biomedical Science
- Department of Chemistry
- School of Clinical Dentistry
- Department of Electronic and Electrical Engineering
- School of Mathematics and Statistics
- Department of Molecular Biology and Biotechnology
- Department of Physics and Astronomy

University of Southampton

- Centre for Biological Sciences

University of Strathclyde

- Department of Physics

Swansea University

- College of Medicine

University College London

- Department of Chemistry
- Eastman Dental Institute
- UCL Ear Institute
- Department of Mathematics
- Division of Surgery and Interventional Science

University of York

- Department of Mathematics
- Hull York Medical School

Silver department awards

'Recognising that in addition to institution-wide policies the department has a significant record of activity and achievement and has identified particular challenges, has implemented activities and can demonstrate their impact so far.'

Aston University

- School of Engineering and Applied Sciences

University of Birmingham

- College of Medical and Dental Sciences

Imperial College London

- Department of Materials
- School of Public Health

Lancaster University

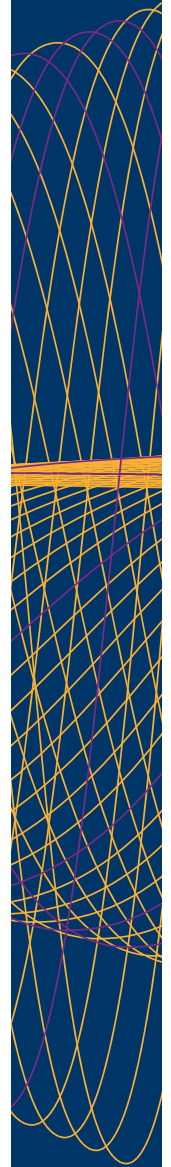
- Faculty of Health and Medicine
- Department of Physics

University of Liverpool

- Institute of Integrative Biology
- Institute of Translational Medicine

University of Nottingham

- School of Life Sciences
- School of Physics and Astronomy





University of Oxford

- Department of Primary Care Health Sciences

Queen's University Belfast

- School of Chemistry and Chemical Engineering

University of Reading

- School of Mathematical and Physical Sciences

University of Sheffield

- Department of Chemical and Biological Engineering

University College London

- Department of Chemical Engineering
- Institute of Child Health
- Institute of Epidemiology and Health Care
- Division of Infection and Immunity
- UCL Medical School

University of Warwick

- Department of Physics

Gold department awards

'Gold awards recognise a significant and sustained progression and achievement in promoting gender equality and addressing the challenges particular to the specific STEMM discipline of the department.'

University of Cambridge

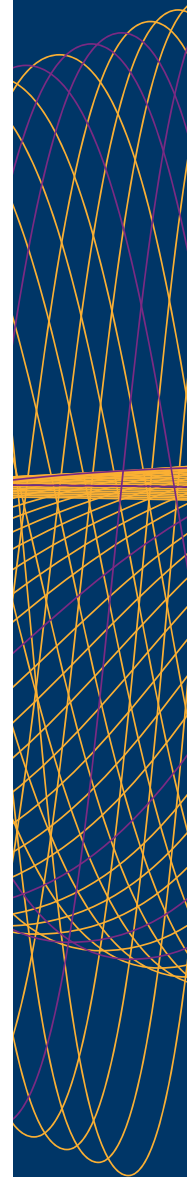
- Department of Physics

Queen's University Belfast

- School of Psychology

University of York

- Department of Biology





Athena SWAN Champions of Science: Professor Karen Holford

Director, Cardiff School of Engineering

Karen's primary research theme is damage assessment using acoustic emission applied across a range of industrial applications. She has recently been invited to be the vice president (Europe) of the International Society on Acoustic Emission.



Athena SWAN Charter
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