



Equality Challenge Unit

Athena SWAN Charter for women in science
November 2014



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

The charter is owned 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, The Scottish Funding Council



Equality Challenge Unit



Biochemical Society
Advancing Molecular Bioscience



Department
for Business
Innovation & Skills



Department
of Health

HEA | HIGHER EDUCATION AUTHORITY
AN tÚDARÁS um ARD-OIDEACHAS

THE
ROYAL
SOCIETY

www.ecu.ac.uk/athena-swan
@Athena_SWAN

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Scottish Funding Council
Promoting further and higher education

73%
success rate

113
award
winners

90
bronze
awards

23
silver
awards

INTRODUCTION

Equality Challenge Unit's Athena SWAN Charter awards have been running since 2005, recognising the commitment of the higher education sector to advancing gender equality. The charter rewards institutions and their departments for tackling the unequal representation of women in science, technology, engineering, mathematics and medicine (STEMM) and improving recruitment, retention and progression for female academics.

Notably, the November 2014 round of Athena SWAN submissions was the largest yet with 154 applications received, of which review panels agreed 113 successful awards. This raises the total number of Athena SWAN award holders to 462 across the UK currently. We are delighted to announce the continuing success of research institutes in the charter, in particular the Babraham Institute which has received an Athena SWAN silver award, becoming just the second Research Institute to hold this level of award.

In addition to the charter's growth within the UK, international recognition of and interest in the Athena SWAN Charter has grown. For the very first time, the charter has been operational beyond the UK, with the first applications from Irish universities and their departments received in April 2015.

We would like to congratulate all successful applicants on their awards, and thank the University of Greenwich for hosting this awards ceremony.

Ruth Gilligan

Equality Charters Manager
Equality Challenge Unit

PROGRAMME

- 10.30 **Registration, refreshments, networking and photos**
- 11.00 **Professor Judith Burnett**
Pro Vice-Chancellor Architecture, Computing,
Humanities, University of Greenwich
- 11.15 **David Ruebain**
Chief Executive, Equality Challenge Unit
- 11.30 **Professor Dame Julia Higgins FRS FREng**
Athena SWAN patron
- 11.45 **Awards presentations**
- 13.00 **Lunch**
- 14.00 **Professor David J. Maguire**
Vice-Chancellor, University of Greenwich
- 14.15 **Professor Hazel Hall**
Director of the Centre for Social Informatics and Athena
SWAN Academic Champion, Edinburgh Napier University
- 14.35 **Professor Linda King**
Associate Dean for Research and Knowledge Transfer,
Oxford Brookes University
- 14.55 **Awards presentations**
- 16.00 **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.



PROFESSOR JUDITH BURNETT

Pro Vice-Chancellor Architecture,
Computing, Humanities
University of Greenwich

Professor Judith Burnett is Pro Vice-Chancellor Architecture, Computing, Humanities, with specific cross institutional responsibility for student experience. Further to working in marketing and the software industry she held senior positions in the University of East London and the University of Wolverhampton.

Professor Burnett is a sociologist of generations and social change and has written on the sociology of contemporary adulthood, demographic change and age based identities. She has been the chair of the British Sociological Association, and is more generally currently engaged with the challenges facing education, knowledge transfer and research for public benefit.

Professor Burnett is engaged with the place of education in technological and social development with particular interests in talent and human potential.



PROFESSOR DAME JULIA HIGGINS FRS FREng

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 Principal of the Faculty of Engineering at Imperial College immediately before her retirement. She 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 2001 to 2006. She was recently Vice-Chair of the Royal Society project on a vision for the future of science and maths education and was also the Chair of the Education Committee of the Royal Society. 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, and is currently chairing a Royal Society project aimed at increasing the diversity of the scientific work-force. Dame Julia will become President elect of the Institute of Physics from October 2015.



PROFESSOR DAVID MAGUIRE

Vice-Chancellor

University of Greenwich

Professor David Maguire took up the post of Vice-Chancellor of the University of Greenwich in 2011. Before this David held a number of senior leadership positions in both the US and the UK. He is an accomplished leader in the private sector as well as in higher education.

David held staff appointments at the universities of Birmingham City, Lancaster, Leicester, Plymouth and Redlands (California), and was the chief scientist and director of products at Esri (Environmental Systems Research Institute, Inc), a global software company with headquarters in California.

An acknowledged expert in computer mapping and geographic information systems, he was educated at the University of Bristol and the University of Exeter. He was recently appointed Chair of Jisc, an organisation which champions the use of digital technologies in UK education and research, and is a member of several other prestigious boards, including London Higher, Health Education Kent, Surrey and Sussex NHS governing body, the Higher Education Policy Institute (HEPI) and the Universities UK Treasurer's Committee. In 2013, David was a member of the Thomas Review of part-time education.



PROFESSOR HAZEL HALL

Director of the Centre for Social Informatics
**Institute for Informatics and Digital Innovation,
Edinburgh Napier University**

Professor Hazel Hall's main research expertise and teaching interests lie in information sharing in online environments within the context of knowledge management.

Professor Hall's work cuts across the interests of three of the major UK research councils: the Engineering and Physical Sciences Research Council, the Economic and Social Research Council and Arts and Humanities Research Council. This is reflected in an academic career that has been spent in a school of computing, a business school, and a school of communication and information studies, as well as in project work and secondments completed with a range of external organisations both within the UK and abroad. This work has included undertaking a full-time industrial secondment sponsored by the Royal Academy of Engineering in 2006, and leading the implementation of the UK Library and Information Science Research Coalition on a part-time basis between 2009 and 2012. Amongst her current external duties, Professor Hall is Chair of the Panel Advisory Board of Research Councils UK's digital economy programme.

Professor Hall has been involved in activities related to gender equality in computing since the early 1990s. Her formal involvement with Athena SWAN began in 2013 when she was appointed as Edinburgh Napier University's Athena SWAN Champion and charged with leading the university's successful bid for a bronze award. Professor Hall is also an active participant in events hosted by groups such as BCSWomen and GirlGeeks, as well as Edinburgh Napier University's network for female computing and engineering studies.



PROFESSOR LINDA KING

Associate Dean for Research and Knowledge Transfer
Oxford Brookes University

Following the completion of her doctorate in molecular virology at the University of Oxford, Linda worked as a postdoc in the Department of Biochemistry and was awarded a junior research fellowship at Linacre College. She was then appointed to a lectureship at Oxford Polytechnic, now Oxford Brookes University, where she established the insect virus research group. Linda's research has focused on understanding the biology of insect viruses and on their exploitation in agriculture, medicine and biotechnology. Linda is co-founding director of a joint Brookes and Natural Environment Research Council (NERC) spin-out biotech company.

Linda has been a Professor of Virology at Oxford Brookes since 1998 and was previously Dean of the School of Life Sciences for eight years, during which time she introduced many of the changes that have since enabled many female scientists to develop their careers at Brookes. Following a university reorganisation in 2011 she was appointed associate dean, Research and Knowledge Exchange for the Faculty of Health and Life Sciences and is currently interim Pro Vice-Chancellor for Research and Knowledge Exchange. Linda has led on university-wide Athena SWAN activities since 2009 and most recently led the Faculty of Health and Life Science SAT, which was awarded silver in April 2015. She is well used to juggling work-life balance having raised three children, who as young adults appear to be none the worse for their mother's balancing act over many years!

AWARDS

UNIVERSITIES AND RESEARCH INSTITUTES



ABERTAY UNIVERSITY

BRONZE UNIVERSITY AWARD

- = Joined: 2013
- = University bronze since: Nov 2014

Good practice example

Revision of sabbatical policy with the aim of enhancing research and career development opportunities for women and staff from minority/disadvantaged groups.



ANGLIA RUSKIN UNIVERSITY

BRONZE UNIVERSITY AWARD

- = Joined: 2012
- = University bronze since: Nov 2014

Good practice example

A points system is used for the workload model for equality and diversity work.



ASTON UNIVERSITY

BRONZE UNIVERSITY AWARD

- = Joined: 2009
- = University bronze since: 2010

Good practice example

Sponsoring and hosting the Women's Engineering Society's student conference for the last three years.



BABRAHAM INSTITUTE
SILVER RESEARCH INSTITUTE AWARD

- = Joined: 2014
- = University bronze since: Nov 2014

Good practice example

The creation of a formal job-share between two postdoctoral students with caring responsibilities.



EDINBURGH NAPIER UNIVERSITY
BRONZE UNIVERSITY AWARD

- = Joined: 2009
- = University bronze since: Nov 2014

Good practice example

The SAT, with an awareness of occupational segregation and issues for part-time staff, have inputted into the development of new pathways and criteria for academic career progression.



BANGOR UNIVERSITY
BRONZE UNIVERSITY AWARD

- = Joined: 2010
- = University bronze since: Nov 2011

Good practice example

There is a readers and professors group for women which discusses areas relevant to Athena SWAN and shares its ideas with the self-assessment team (SAT).



LONDON SCHOOL OF HYGIENE & TROPICAL MEDICINE
BRONZE UNIVERSITY AWARD

- = Joined: 2011
- = University bronze since: Nov 2011

Good practice example

Faculty reentry fellowships worth £30,000 to facilitate women's return to their academics career following maternity leave.



DURHAM UNIVERSITY
BRONZE UNIVERSITY AWARD

- = Joined: 2010
- = University bronze since: Nov 2011

Good practice example

Annual review of all staff CVs by department senior management to identify those ready for promotion who are then provided with advice and support.



MRC COGNITION AND BRAIN SCIENCES UNIT
BRONZE RESEARCH INSTITUTE AWARD

- = Joined: 2014
- = University bronze since: Nov 2014

Good practice example

Providing funding extensions to ensure that PhD students taking maternity leave can complete the full period of study.



MRC TOXICOLOGY UNIT

BRONZE RESEARCH INSTITUTE AWARD

- = Joined: 2014
- = University bronze since: Nov 2014

Good practice example

Leadership training has been rolled out for all programme leaders and programme leader track staff to attend.



UNIVERSITY OF CHESTER

BRONZE UNIVERSITY AWARD

- = Joined: 2013
- = University bronze since: Nov 2014

Good practice example

All chairs of appointment panels must attend recruitment and selection training every two years.



QUEEN'S UNIVERSITY BELFAST

SILVER UNIVERSITY AWARD

- = Joined: 2005
- = University silver since: Nov 2011

Good practice example

One-off grants provided by the HR directorate to schools applying for gold awards to assist with the preparation of applications for awards.



UNIVERSITY OF EXETER

BRONZE UNIVERSITY AWARD

- = Joined: 2011
- = University bronze since: Nov 2011

Good practice example

A pop up nursery run for Saturday open days (timed as such due to the college's location) were found to be successful and are now embedded and recurrent.



UNIVERSITY OF BIRMINGHAM

BRONZE UNIVERSITY AWARD

- = Joined: 2011
- = University bronze since: Nov 2011

Good practice example

Funding maternity, paternity and adoption pay for core-funded staff from the central budget so that departments can use the staff members budgeted salary to arrange cover.



UNIVERSITY OF GREENWICH

BRONZE UNIVERSITY AWARD

- = Joined: 2013
- = University bronze since: Nov 2014

Good practice example

Proactive and well-attended Athena SWAN launch event: 'It's everybody's university'.



UNIVERSITY OF HERTFORDSHIRE

BRONZE UNIVERSITY AWARD

- = Joined: 2012
- = University bronze since: Nov 2014

Good practice example

The university has approached Jobs.ac.uk to discuss how female careers in science can be profiled more positively to help influence potential students and staff.



UNIVERSITY OF MANCHESTER

BRONZE UNIVERSITY AWARD

- = Joined: 2008
- = University bronze since: 2008

Good practice example

Connecting women planning maternity leave with those who have recently returned from maternity leave.



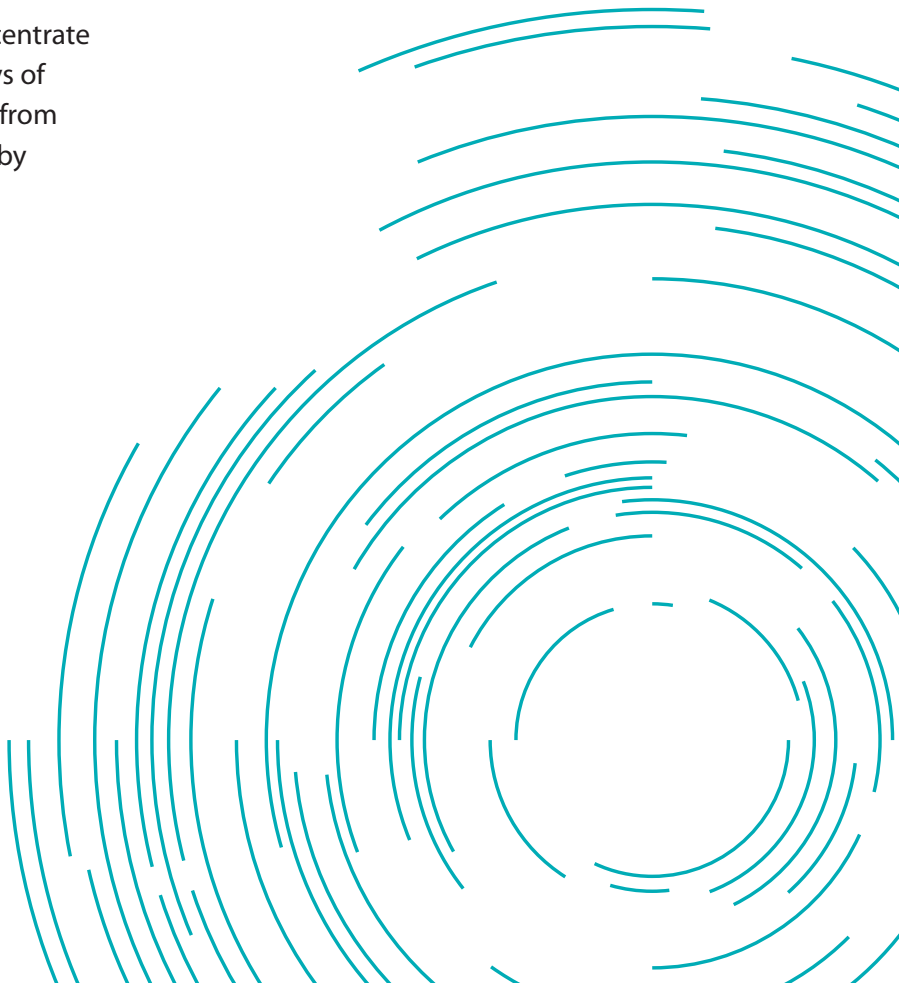
UNIVERSITY OF LEICESTER

BRONZE UNIVERSITY AWARD

- = Joined: 2006
- = University bronze since: 2008

Good practice example

An attempt is made to concentrate duties into two or three days of the week, so staff can work from home, attending meetings by Skype, if necessary.



AWARDS DEPARTMENTS



CARDIFF UNIVERSITY SCHOOL OF OPTOMETRY AND VISION SCIENCE

BRONZE

- = Joined: 2006
- = University award level: Bronze
- = Department award since: 2010

Good practice example

Deputy roles for key positions have been assigned based on discussion with individual staff members and knowledge of their career aspirations.



CARDIFF UNIVERSITY SCHOOL OF MATHEMATICS

BRONZE

- = Joined: 2006
- = University award level: Bronze
- = Department award since: Nov 2014

Good practice example

Protected study time to allow colleagues returning from significant periods of absence (including maternity leave) to reinvigorate scholarly careers.



IMPERIAL COLLEGE LONDON
DEPARTMENT OF MEDICINE
 SILVER

- = Joined: 2005
- = University award level: Silver
- = Department award since: Nov 2012

Good practice example

The academic and family life panel discussion which included men and women, clinical and non-clinical academics and the faculty vice-dean and provost.



IMPERIAL COLLEGE LONDON
DEPARTMENT OF AERONAUTICS
 BRONZE

- = Joined: 2005
- = University award level: Silver
- = Department award since: Nov 2014

Good practice example

Range of social gatherings for staff and students within core hours.



KEELE UNIVERSITY
SCHOOL OF HEALTH AND REHABILITATION (SHAR)
 BRONZE

- = Joined: 2005
- = University award level: Bronze
- = Department award since: Nov 2014

Good practice example

Clear, well-managed and well publicised working from home arrangements.



KEELE UNIVERSITY
SCHOOL OF MEDICINE AND INSTITUTE OF SCIENCE AND TECHNOLOGY IN MEDICINE
 BRONZE

- = Joined: 2005
- = University award level: Bronze
- = Department award since: April 2013

Good practice example

A move to consistently recruiting cover for all staff taking maternity leave, and a newly strengthened leaver and reinduction process.



KING'S COLLEGE LONDON
DIVISION OF HEALTH AND SOCIAL CARE RESEARCH
 BRONZE

- = Joined: 2007
- = University award level: Bronze
- = Department award since: Nov 2014

Good practice example

Longstanding policies of flexible working and facilitating working from home have allowed the division to accommodate staff who do not wish to move to London.



**KING'S COLLEGE LONDON
DENTAL INSTITUTE**

SILVER

- = Joined: 2007
- = University award level: Bronze
- = Department award since: Nov 2014

Good practice example

Inception of internal promotions panel. All candidates with internally approved applications have been approved at college level, and candidates who were not approved are given guidance.



**KING'S COLLEGE LONDON
FLORENCE NIGHTINGALE FACULTY
OF NURSING & MIDWIFERY**

SILVER

- = Joined: 2007
- = University award level: Bronze
- = Department award since: Nov 2014

Good practice example

Biannual 'writing weeks' for all academic and teaching-focused staff when no faculty committees or meetings are scheduled.



KING'S COLLEGE LONDON
DIVISION OF CANCER STUDIES
 BRONZE

- = Joined: 2007
- = University award level: Bronze
- = Department award since: Nov 2014

Good practice example

For PhD students who take maternity leave, up to nine months interruption will be approved automatically and the date of submission extended.



KING'S COLLEGE LONDON
DIVISION OF GENETICS AND MOLECULAR MEDICINE
 SILVER

- = Joined: 2007
- = University award level: Bronze
- = Department award since: Nov 2014

Good practice example

All staff at postdoctoral level and above, who are involved in recruitment, have undertaken unconscious bias training.



KING'S COLLEGE LONDON
INSTITUTE OF PSYCHIATRY, PSYCHOLOGY AND NEUROSCIENCE
 SILVER

- = Joined: 2007
- = University award level: Bronze
- = Department award since: Nov 2014

Good practice example

Informal and formal media training.



LANCASTER UNIVERSITY
DEPARTMENT OF PSYCHOLOGY
 BRONZE

- = Joined: 2007
- = University award level: Bronze
- = Department award since: Nov 2014

Good practice example

Outreach work acknowledged in staff's workload.



KING'S COLLEGE LONDON
RANDALL DIVISION OF CELL AND MOLECULAR BIOPHYSICS
 BRONZE

- = Joined: 2007
- = University award level: Bronze
- = Department award since: Nov 2014

Good practice example

The appointment of deputy heads of section who are the opposite gender of the head of section.



LONDON SCHOOL OF HYGIENE & TROPICAL MEDICINE
FACULTY OF PUBLIC HEALTH & POLICY
 SILVER

- = Joined: 2011
- = University award level: Bronze
- = Department award since: Nov 2012

Good practice example

Staff can work flexibly for up to 20 per cent of their time without the need for formal approval.



**LOUGHBOROUGH UNIVERSITY
MATHEMATICAL SCIENCES
DEPARTMENT AND MATHEMATICS
EDUCATION CENTRE**

SILVER

- = Joined: 2005
- = University award level: Bronze
- = Department award since: Nov 2014

Good practice example

SAT membership included in workload model.



**NEWCASTLE UNIVERSITY
SCHOOL OF MEDICAL EDUCATION**

BRONZE

- = Joined: 2009
- = University award level: Bronze
- = Department award since: Nov 2014

Good practice example

Funding provided to staff attending conferences to cover extra childcare costs.



**NEWCASTLE UNIVERSITY
INSTITUTE OF NEUROSCIENCE**

SILVER

- = Joined: 2009
- = University award level: Bronze
- = Department award since: Nov 2014

Good practice example

Monitoring and analysis of the outcomes of PhD viva examinations by gender.



**NEWCASTLE UNIVERSITY
COMPUTING SCIENCE**

BRONZE

- = Joined: 2009
- = University award level: Bronze
- = Department award since: Nov 2014

Good practice example

Discussion of gender and equality and diversity issues with students.



**NEWCASTLE UNIVERSITY
SCHOOL OF BIOLOGY**

BRONZE

- = Joined: 2009
- = University award level: Bronze
- = Department award since: Nov 2014

Good practice example

Anyone with a child under a year old can ask the school for funding to take a companion to a conference with them.



**NEWCASTLE UNIVERSITY
INSTITUTE FOR CELL AND
MOLECULAR BIOSCIENCES**

BRONZE

- = Joined: 2009
- = University award level: Bronze
- = Department award since: Nov 2014

Good practice example

Negotiating with the faculty to extend funding for researchers on fixed-term contracts who take maternity leave.



**NEWCASTLE UNIVERSITY
NORTHERN INSTITUTE FOR
CANCER RESEARCH**

SILVER

- = Joined: 2009
- = University award level: Bronze
- = Department award since: Nov 2014

Good practice example

An equality and diversity noticeboard and Athena SWAN section on the institute’s website, including the facility for anyone to leave confidential feedback, which is then discussed at SAT meetings.



**NEWCASTLE UNIVERSITY
SCHOOL OF DENTAL SCIENCES**

BRONZE

- = Joined: 2009
- = University award level: Bronze
- = Department award since: Nov 2014

Good practice example

Flexible timetabling for undergraduate students with caring responsibilities.



**OXFORD BROOKES UNIVERSITY
FACULTY OF HEALTH AND
LIFE SCIENCES**

SILVER

- = Joined: 2008
- = University award level: Bronze
- = Department award since: Nov 2014

Good practice example

Very successful early career researcher career-pathway scheme.



**PLYMOUTH UNIVERSITY
PENINSULA SCHOOLS OF
MEDICINE AND DENTISTRY**

BRONZE

- = Joined: 2005
- = University award level: Bronze
- = Department award since: Nov 2014

Good practice example

Prioritised funding from within the faculty to engage an external facilitator to develop training sessions and workshops for mentors and mentees.



QUEEN MARY, UNIVERSITY OF LONDON
BARTS AND THE LONDON SCHOOL OF MEDICINE

SILVER

- = Joined: 2005
- = University award level: Bronze
- = Department award since: April 2013

Good practice example

Consideration of the effect of the physical environment, including the relocation of portraits of senior women to central spaces and the naming of meeting rooms after preeminent women.



QUEEN'S UNIVERSITY BELFAST
SCHOOL OF MECHANICAL AND AEROSPACE ENGINEERING

SILVER

- = Joined: 2005
- = University award level: Silver
- = Department award since: 2010

Good practice example

Relaxing undergraduate entry requirements to allow science subjects to accompany other modules.



QUEEN'S UNIVERSITY BELFAST
SCHOOL OF ELECTRONICS, ELECTRICAL ENGINEERING & COMPUTER SCIENCE

SILVER

- = Joined: 2005
- = University award level: Silver
- = Department award since: Nov 2011

Good practice example

Staff receive formal and informal rewards for outreach activities, such as recognition in promotion.



ROYAL HOLLOWAY
SCHOOL OF BIOLOGICAL SCIENCES

BRONZE

- = Joined: 2009
- = University award level: Bronze
- = Department award since: Nov 2014

Good practice example

The inclusion of a positive action statement in all job adverts for academic staff in the faculty.



ROYAL HOLLOWAY
THE DEPARTMENT OF GEOGRAPHY
BRONZE

- = Joined: 2009
- = University award level: Bronze
- = Department award since: Nov 2014

Good practice example

No emails are sent to staff lists on weekends and a further email policy is being developed through discussions within the SAT.



SWANSEA UNIVERSITY
COLLEGE OF SCIENCE
BRONZE

- = Joined: 2007
- = University award level: Bronze
- = Department award since: Nov 2014

Good practice example

Development of a work-shadowing scheme to promote knowledge of, and access to, upper-level academic and managerial positions.



UNIVERSITY COLLEGE LONDON
SCHOOL OF PHARMACY
 BRONZE

- = Joined: 2005
- = University award level: Bronze
- = Department award since: Nov 2014

Good practice example

A series of in-house workshops targeted to early-career researchers to support grant applications and promote collaboration between more and less experienced researchers.



UNIVERSITY COLLEGE LONDON
DEPARTMENT OF PHYSICS AND ASTRONOMY
 SILVER

- = Joined: 2005
- = University award level: Bronze
- = Department award since: Nov 2014

Good practice example

Equitable and transparent mechanism for allocating staff workload.



UNIVERSITY COLLEGE LONDON
INSTITUTE OF GLOBAL HEALTH
 BRONZE

- = Joined: 2005
- = University award level: Bronze
- = Department award since: Nov 2014

Good practice example

Staff returning from maternity leave before six months post-birth are facilitated to work entirely from home in line with WHO guidelines on exclusive breastfeeding.



UNIVERSITY OF BATH
DEPARTMENT OF MECHANICAL ENGINEERING
 BRONZE

- = Joined: 2007
- = University award level: Bronze
- = Department award since: Nov 2014

Good practice example

The undertaking of a longitudinal study to understand how students and staff perceive the inclusivity of the departmental culture.



UNIVERSITY COLLEGE LONDON
DEPARTMENT OF STATISTICAL SCIENCES
 BRONZE

- = Joined: 2005
- = University award level: Bronze
- = Department award since: Nov 2014

Good practice example

Resources for carers to attend conferences.



UNIVERSITY OF BIRMINGHAM
SCHOOL OF SPORTS & EXERCISE
BRONZE

- = Joined: 2011
- = University award level: Bronze
- = Department award since: Nov 2014

Good practice example

Development opportunities for women and staff from minority/ disadvantaged groups.



UNIVERSITY OF BIRMINGHAM
MECHANICAL ENGINEERING
BRONZE

- = Joined: 2011
- = University award level: Bronze
- = Department award since: Nov 2014

Good practice example

The postgraduate research scholarships offered to female applicants have already resulted in an increase in female postgraduate researchers.



**UNIVERSITY OF BRIGHTON
AND UNIVERSITY OF SUSSEX
BRIGHTON AND SUSSEX
MEDICAL SCHOOL**

BRONZE

- = Joined: 2012 / 2011
- = University award level: Bronze / Bronze
- = Department award since: Nov 2014

Good practice example

A private Facebook group has been established to support students during pregnancy or as parents through which school staff respond to concerns relating to the course.



**UNIVERSITY OF BRISTOL
SCHOOL OF BIOLOGICAL SCIENCES**

BRONZE

- = Joined: 2005
- = University award level: Bronze
- = Department award since: Nov 2014

Good practice example

Tri-weekly biology bulletin, in which achievements and news are celebrated.



**UNIVERSITY OF BRISTOL
SCHOOL OF MATHEMATICS**

BRONZE

- = Joined: 2005
- = University award level: Bronze
- = Department award since: Nov 2014

Good practice example

'Women in maths' lunches across the faculty.



**UNIVERSITY OF BRISTOL
QUEENS SCHOOL OF ENGINEERING**

BRONZE

- = Joined: 2005
- = University award level: Bronze
- = Department award since: Nov 2014

Good practice example

For all academic appointments of lecturer and above, there is a requirement for the lead recruiter to set up a female search committee whose role is to specifically seek out female candidates.



**UNIVERSITY OF BRISTOL
SCHOOL OF GEOGRAPHICAL
SCIENCES**

BRONZE

- = Joined: 2005
- = University award level: Bronze
- = Department award since: Nov 2014

Good practice example

Maternity point of contact role, created to support women preparing for, undergoing and returning from maternity leave.



UNIVERSITY OF BRISTOL
SCHOOL OF BIOCHEMISTRY

BRONZE

- = Joined: 2005
- = University award level: Bronze
- = Department award since: Nov 2014

Good practice example

Innovative action on lab supervision for when principal investigators are on maternity leave.



UNIVERSITY OF CAMBRIDGE
CENTRE FOR STEM CELL RESEARCH

BRONZE

- = Joined: 2005
- = University award level: Silver
- = Department award since: Nov 2014

Good practice example

When applying for grants and fellowships, staff are provided with feedback on research proposals and mock interviews are staged.



UNIVERSITY OF CAMBRIDGE
DEPARTMENT OF GENETICS

BRONZE

- = Joined: 2005
- = University award level: Silver
- = Department award since: Nov 2014

Good practice example

Comprehensive consultation with postdoctoral researchers has led to a number of training schemes and financial support for the postdoc committee to run biannual workshops.



**UNIVERSITY OF CAMBRIDGE
SAINSBURY LABORATORY**

BRONZE

- = Joined: 2005
- = University award level: Silver
- = Department award since: Nov 2014

Good practice example

Annual open all-hands meeting, which is inclusive and proving to be useful.



**UNIVERSITY OF CAMBRIDGE
DEPARTMENT OF PSYCHOLOGY**

BRONZE

- = Joined: 2005
- = University award level: Silver
- = Department award since: Nov 2013

Good practice example

Work supporting postdoctoral researchers, including a postdoctoral away day.



**UNIVERSITY OF DUNDEE
THE CENTRE FOR ANATOMY AND
HUMAN IDENTIFICATION**

BRONZE

- = Joined: 2012
- = University award level: Bronze
- = Department award since: Nov 2014

Good practice example

Good support and opportunities for technical staff.



**UNIVERSITY OF DUNDEE
COLLEGE OF LIFE SCIENCES**

BRONZE

- = Joined: 2012
- = University award level: Bronze
- = Department award since: Nov 2014

Good practice example

All academics, researchers and students are asked to attend the annual research symposium, to which they are encouraged to bring partners and children who are fully accommodated by on-site facilities.



**UNIVERSITY OF EAST ANGLIA
SCHOOL OF BIOLOGICAL SCIENCES**

BRONZE

- = Joined: 2011
- = University award level: Bronze
- = Department award since: April 2013

Good practice example

Career development activities for postdoctoral research assistants, including a school-wide meeting, peer-to-peer mentoring and mock interviews.



**UNIVERSITY OF EAST ANGLIA
SCHOOL OF PHARMACY**

BRONZE

- = Joined: 2011
- = University award level: Bronze
- = Department award since: April 2013

Good practice example

Equality and diversity is embedded into the curriculum for both undergraduate and postgraduate students.



**UNIVERSITY OF EAST ANGLIA
SCHOOL OF PSYCHOLOGY**

BRONZE

- = Joined: 2011
- = University award level: Bronze
- = Department award since: Nov 2014

Good practice example

Recruitment and selection training is mandatory every two years for all members of interview panels.



**UNIVERSITY OF EAST ANGLIA
NORWICH MEDICAL SCHOOL**

SILVER

- = Joined: 2011
- = University award level: Bronze
- = Department award since: Nov 2013

Good practice example

The school has put aside £10,000 per year for a return-to-work fund.



UNIVERSITY OF ESSEX
SCHOOL OF BIOLOGICAL SCIENCES
 BRONZE

- = Joined: 2012
- = University award level: Bronze
- = Department award since: Nov 2014

Good practice example

Plans to link women planning maternity leave with those who have recently returned from maternity leave.



UNIVERSITY OF EXETER
DEPARTMENT OF BIOSCIENCES
 BRONZE

- = Joined: 2011
- = University award level: Bronze
- = Department award since: Nov 2014

Good practice example

Publishing online profiles of 31 inspiring women from the student, staff and alumni body.



UNIVERSITY OF EXETER
DEPARTMENT OF GEOGRAPHY
 BRONZE

- = Joined: 2011
- = University award level: Bronze
- = Department award since: Nov 2014

Good practice example

Workshops for all academic staff on how to get the best out of personal development reviews.



UNIVERSITY OF HERTFORDSHIRE
SCHOOL OF COMPUTER SCIENCE
 BRONZE

- = Joined: 2012
- = University award level: Bronze
- = Department award since: Nov 2014

Good practice example

Showcasing the school's robot KASPAR at the university nursery to children and their parents to encourage a link between the school and the nursery.



UNIVERSITY OF EXETER
COLLEGE OF LIFE AND ENVIRONMENT SCIENCES
 SILVER

- = Joined: 2011
- = University award level: Bronze
- = Department award since: April 2013

Good practice example

Repeat analysis of publication biases which shows reduction in gender bias since bronze award.



UNIVERSITY OF HERTFORDSHIRE
SCHOOL OF PHYSICS, ASTRONOMY AND MATHEMATICS
 BRONZE

- = Joined: 2012
- = University award level: Bronze
- = Department award since: Nov 2014

Good practice example

Successful use of advertising post as '0.5 to 1.0 FTE'.



**UNIVERSITY OF HERTFORDSHIRE
SCHOOL OF LIFE AND
MEDICAL SCIENCES**

BRONZE

- = Joined: 2012
- = University award level: Bronze
- = Department award since: Nov 2014

Good practice example

Action plan feeding in to annual school plan.



**UNIVERSITY OF HERTFORDSHIRE
SCHOOL OF HEALTH AND
SOCIAL WORK**

BRONZE

- = Joined: 2012
- = University award level: Bronze
- = Department award since: Nov 2014

Good practice example

Thorough use of focus groups.



**UNIVERSITY OF KENT AND
UNIVERSITY OF GREENWICH
MEDWAY SCHOOL OF PHARMACY**

BRONZE

- = Joined: 2010 / 2013
- = University award level: Bronze / Bronze
- = Department award since: Nov 2014

Good practice example

A conference attendance and personal development allowance of up to £1000 a year is available to all staff.



UNIVERSITY OF KENT
SCHOOL OF COMPUTING
 BRONZE

- = Joined: 2010
- = University award level: Bronze
- = Department award since: Nov 2014

Good practice example

Supportive practices and arrangements have been put in place in the school for students who are considering gender transition.



UNIVERSITY OF KENT
SCHOOL OF BIOSCIENCES
 BRONZE

- = Joined: 2010
- = University award level: Bronze
- = Department award since: Nov 2014

Good practice example

Staff on fixed-term contracts are employed to provide cover for the leave-taker's teaching responsibilities. On return to work, this cover is phased out to allow the smooth return to teaching.



UNIVERSITY OF KENT
SCHOOL OF ENGINEERING AND DIGITAL ARTS
 BRONZE

- = Joined: 2010
- = University award level: Bronze
- = Department award since: Nov 2014

Good practice example

Using an industrial partners network to promote job opportunities for postdoctoral researchers.



UNIVERSITY OF LEEDS
SCHOOL OF HEALTHCARE
 BRONZE

- = Joined: 2008
- = University award level: Bronze
- = Department award since: Nov 2011

Good practice example

Detailed analysis of salary by gender produced, resulting in action to propose women for discretionary increments.



UNIVERSITY OF KENT
SCHOOL OF PHYSICAL SCIENCES
 BRONZE

- = Joined: 2010
- = University award level: Bronze
- = Department award since: Nov 2014

Good practice example

Promotions panel considers all staff, particularly those who have not been promoted in the last three years.



UNIVERSITY OF LEEDS
SCHOOL OF MEDICINE
 BRONZE

- = Joined: 2008
- = University award level: Bronze
- = Department award since: April 2013

Good practice example

Up to £15,000 per person will be made available to support all academics taking career breaks.



UNIVERSITY OF LEICESTER
DEPARTMENT OF MATHEMATICS
BRONZE

- = Joined: 2006
- = University award level: Bronze
- = Department award since: Nov 2014

Good practice example

Longstanding workload model, where new staff have a reduced load of about 50 per cent in their first year.



UNIVERSITY OF LIVERPOOL
INSTITUTE OF INFECTION AND
GLOBAL HEALTH
BRONZE

- = Joined: 2008
- = University award level: Bronze
- = Department award since: Nov 2013

Good practice example

Advertisement of postdoctoral research assistant post as full-time or job share.



UNIVERSITY OF LIVERPOOL
SCHOOL OF ELECTRICAL
ENGINEERING, ELECTRONICS
AND COMPUTER SCIENCE
BRONZE

- = Joined: 2008
- = University award level: Bronze
- = Department award since: Nov 2014

Good practice example

Free online course introducing the school, facilitated by a female lecturer who features in a YouTube trailer introducing the course and Facebook advert targeted at women aged 16-20.



**UNIVERSITY OF MANCHESTER
SCHOOL OF EARTH, ATMOSPHERIC
AND ENVIRONMENTAL SCIENCES**

BRONZE

- = Joined: 2008
- = University award level: Bronze
- = Department award since: Nov 2014

Good practice example

Feedback is provided to all unsuccessful promotions candidates and the school identifies mentors to support candidates going forward.



**UNIVERSITY OF MANCHESTER
SCHOOL OF PSYCHOLOGICAL
SCIENCES**

SILVER

- = Joined: 2008
- = University award level: Bronze
- = Department award since: April 2013

Good practice example

Advertisement of tailored promotion workshops using a positive action statement to encourage women to attend.



**UNIVERSITY OF NOTTINGHAM
FACULTY OF ENGINEERING**

SILVER

- = Joined: 2005
- = University award level: Silver
- = Department award since: Nov 2011

Good practice example

Innovative informal online mentoring programme SPARKS, to which 90 staff had signed up within a week of launch.



**UNIVERSITY OF OXFORD
DEPARTMENT OF PSYCHIATRY**

SILVER

- = Joined: 2005
- = University award level: Bronze
- = Department award since: Nov 2013

Good practice example

Optimum core hours for the department were identified and implemented based on staff consultation.



**UNIVERSITY OF OXFORD
DEPARTMENT OF PHYSICS**

SILVER

- = Joined: 2005
- = University award level: Bronze
- = Department award since: April 2012

Good practice example

Excellent outreach activities, including 'Oxford supporting teachers in physics' and the 'girls in physics taster day'.



**UNIVERSITY OF OXFORD
NUFFIELD DEPARTMENT OF
MEDICINE (NDM)**

SILVER

- = Joined: 2005
- = University award level: Silver
- = Department award since: April 2013

Good practice example

Support for those nearing the end of fixed-term contracts through bridging funds, funding application support and redeployment.



UNIVERSITY OF OXFORD
DEPARTMENT OF COMPUTER SCIENCE
BRONZE

- = Joined: 2005
- = University award level: Bronze
- = Department award since: Nov 2014

Good practice example

Mentoring is provided to staff by the head of department in advance of sabbatical leave.



UNIVERSITY OF SHEFFIELD
DEPARTMENT OF PSYCHOLOGY
BRONZE

- = Joined: 2009
- = University award level: Bronze
- = Department award since: Nov 2014

Good practice example

Appointment of a parental champion to support staff and students who are parents.



UNIVERSITY OF SHEFFIELD
DEPARTMENT OF AUTOMATIC CONTROL AND SYSTEMS ENGINEERING
BRONZE

- = Joined: 2009
- = University award level: Bronze
- = Department award since: Nov 2014

Good practice example

Recruitment campaigns with wording specifically encouraging female applicants and advertising focused on areas where women look for opportunities.



**UNIVERSITY OF SOUTHAMPTON
MATHEMATICAL SCIENCES AND
S3RI (STATISTICS INSTITUTE)**

BRONZE

- = Joined: 2005
- = University award level: Bronze
- = Department award since: Nov 2014

Good practice example

A policy to extend shortlists in order to improve gender balance in the institute.



**UNIVERSITY OF SOUTHAMPTON
SCHOOL OF PHYSICS AND
ASTRONOMY**

BRONZE

- = Joined: 2005
- = University award level: Bronze
- = Department award since: Nov 2014

Good practice example

Clustering of women undergraduates in tutor groups, so that where present they represent at least a third of the group.



**UNIVERSITY OF SOUTHAMPTON
DEPARTMENT OF CHEMISTRY**

SILVER

- = Joined: 2005
- = University award level: Silver
- = Department award since: Nov 2012

Good practice example

Discussion with teacher network to better understand the factors affecting student course choices.



**UNIVERSITY OF SOUTHAMPTON
HEALTH SCIENCES**

BRONZE

- = Joined: 2005
- = University award level: Bronze
- = Department award since: April 2013

Good practice example

All jobs are offered as job shares and advertised as available for flexible and part-time working.



**UNIVERSITY OF STRATHCLYDE
DEPARTMENT OF MATHEMATICS
AND STATISTICS**

BRONZE

- = Joined: 2005
- = University award level: Bronze
- = Department award since: Nov 2014

Good practice example

Consideration of the cultural effect of the physical environment, such as automatic-close office doors.



**UNIVERSITY OF STRATHCLYDE
DEPARTMENT OF CHEMICAL AND
PROCESS ENGINEERING**

BRONZE

- = Joined: 2005
- = University award level: Bronze
- = Department award since: Nov 2014

Good practice example

All existing information is being collated into a staff handbook, which will also be provided as a wiki through the department's SharePoint site to facilitate access and frequent updating.



**UNIVERSITY OF SURREY
CENTRE FOR ENVIRONMENTAL
STRATEGY**

BRONZE

- = Joined: 2011
- = University award level: Bronze
- = Department award since: Nov 2014

Good practice example

Additional support to cover part-time colleagues, and career breaks due to maternity, looking after family members or other reasons.



**UNIVERSITY OF SURREY
SCHOOL OF BIOSCIENCES AND
MEDICINE**

BRONZE

- = Joined: 2011
- = University award level: Bronze
- = Department award since: Nov 2014

Good practice example

Detailed case study-based training for managers on supporting staff taking maternity leave.



**UNIVERSITY OF SURREY
SCHOOL OF HEALTH SCIENCES**

BRONZE

- = Joined: 2011
- = University award level: Bronze
- = Department award since: Nov 2014

Good practice example

Providing staff with mentoring and coaching during school restructure.



**UNIVERSITY OF SURREY
DEPARTMENT OF ELECTRONIC
ENGINEERING**

BRONZE

- = Joined: 2011
- = University award level: Bronze
- = Department award since: Nov 2014

Good practice example

Plans to develop methods to professionally and openly recognise extra work undertaken by existing staff covering for those on maternity leave, where no temporary cover is employed.



**UNIVERSITY OF SUSSEX
SCHOOL OF ENGINEERING AND
INFORMATICS**

BRONZE

- = Joined: 2011
- = University award level: Bronze
- = Department award since: Nov 2014

Good practice example

The 'Begin Programming: Building Your First Mobile Game' MOOC.



**UNIVERSITY OF THE WEST OF
ENGLAND, BRISTOL
ENGINEERING, DESIGN AND
MATHEMATICS**

BRONZE

- = Joined: 2012
- = University award level: Bronze
- = Department award since: Nov 2014

Good practice example

Senior staff are discouraged by the head of department from sending emails in the evenings and at weekends.



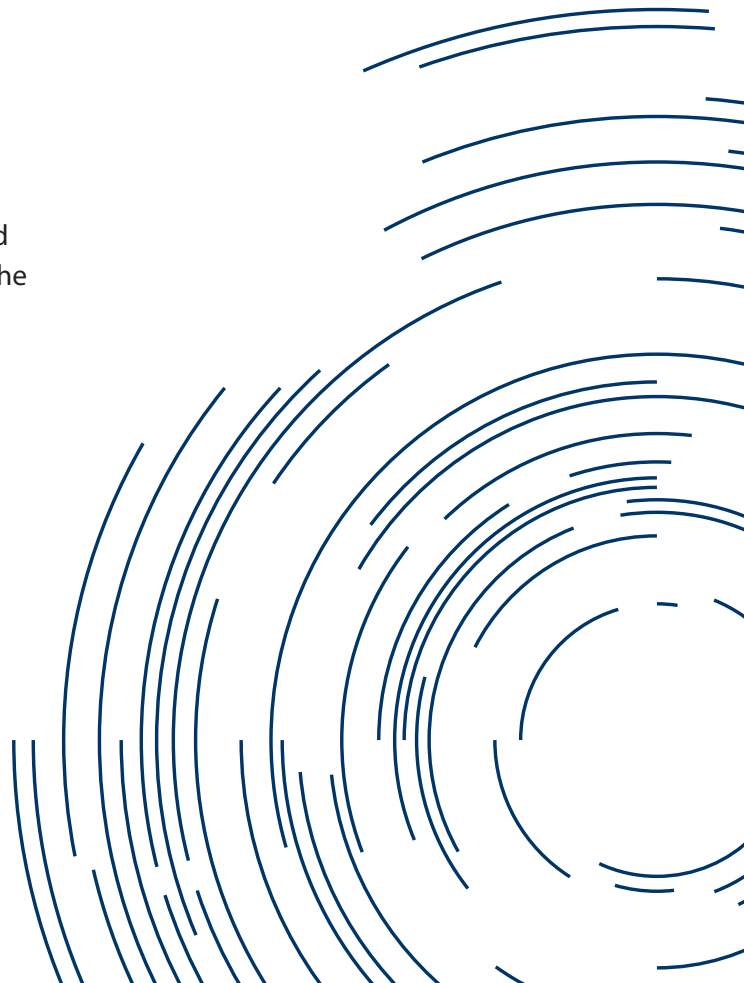
**UNIVERSITY OF WARWICK
SCHOOL OF LIFE SCIENCES**

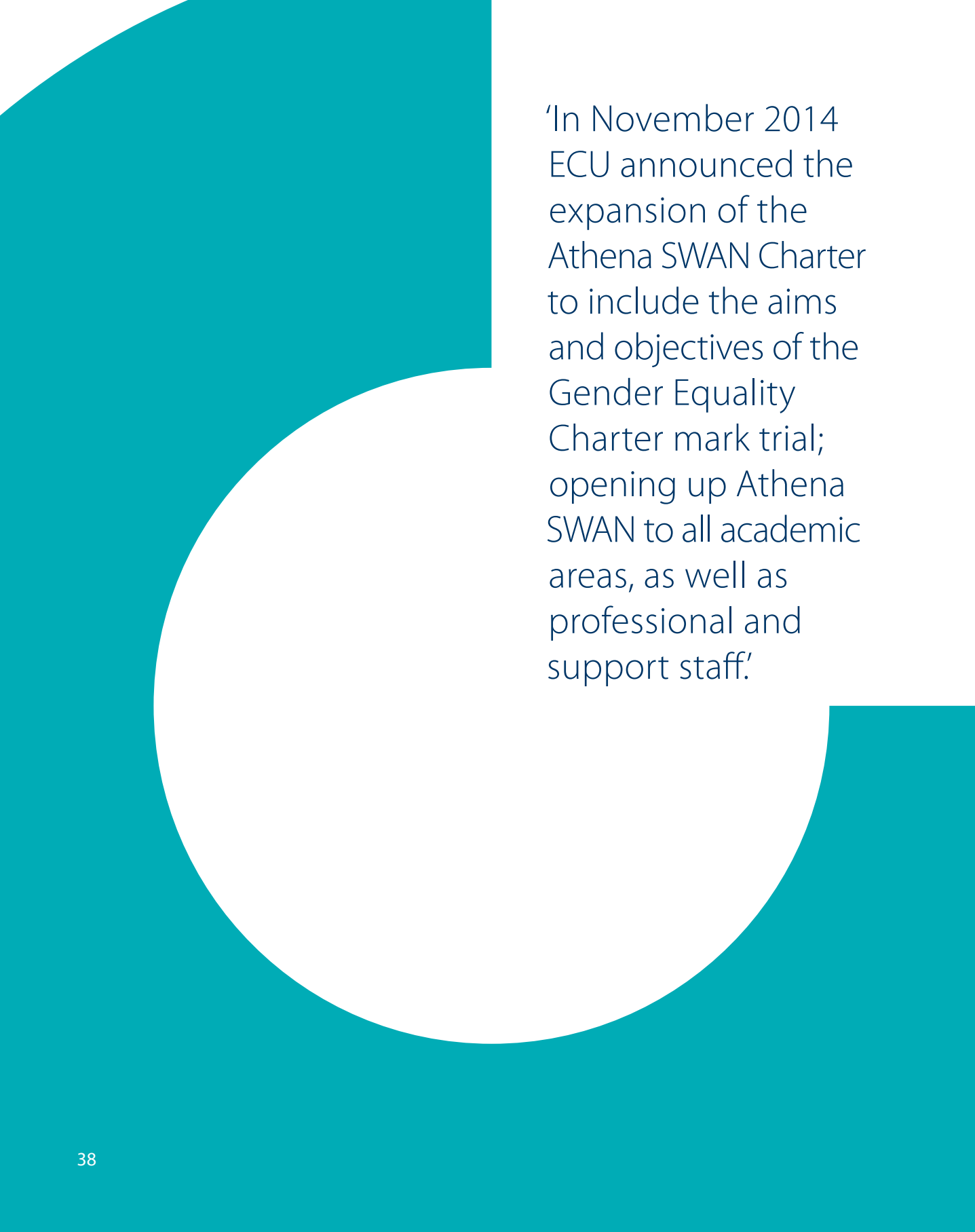
BRONZE

- = Joined: 2009
- = University award level: Silver
- = Department award since: Nov 2012

Good practice example

The department are working with the university on developing schemes to support return to work from maternity/paternity leave.





'In November 2014 ECU announced the expansion of the Athena SWAN Charter to include the aims and objectives of the Gender Equality Charter mark trial; opening up Athena SWAN to all academic areas, as well as professional and support staff.'

ABOUT THE EXPANDED ATHENA SWAN CHARTER



ECU has managed the Athena SWAN Charter since 2005, and the scheme has made a measurable positive difference for gender equality in participating institutions and departments. We built on our knowledge from Athena SWAN to develop a Gender Equality Charter mark in order to address gender inequalities and imbalance in the arts, humanities, social science, business and law (AHSSBL) departments.

The Gender Equality Charter mark trial considered a broader scope than Athena SWAN, covering wider issues of gender inequality and explicitly considering the progression of professional, technical and support staff. In response to consultation with participants and the wider sector, in November 2014 ECU announced the expansion of the Athena SWAN Charter to include the aims and objectives of the Gender Equality Charter mark trial; opening up Athena SWAN to all academic areas, as well as professional and support staff.

ECU is now entering a period of managed transition, allowing existing Athena SWAN members and their STEM departments to submit for an award under the original criteria until November 2016, while permitting new members and AHSSBL applicants to submit for an award from November 2015. Current members have the option to move to the updated forms immediately if they wish.

The developments and consultations have also provided opportunity and impetus to further develop and increase the robustness of ECU's Equality Charters' processes which also includes the development of our Race Equality Charter mark, currently in its pilot stages.



**Athena SWAN Champion of
Science: Dame Jocelyn Bell
Burnell, DBE, FRS, PRSE FRAS**

The graphics used in this booklet are based on Professor Dame Jocelyn's research. As a postgraduate student while tracking quasars she detected a bit of 'scruff' that tracked across the sky with the stars. Although this signal was minuscule, she recognised its importance. Further studies by groups of astronomers around the world identified the signals as coming from rapidly rotating neutron stars. Professor Dame Jocelyn had detected the first evidence of what would become known as pulsars.

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