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 Heath, The Higher Education Authority, The Royal Society, The Scottish Funding Council

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

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

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.

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).

Good practice example
Faculty reentry fellowships worth £30,000 to facilitate women’s return to their academic career following maternity leave.

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

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**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.

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**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.
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.
**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.

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

**Good practice example**
Range of social gatherings for staff and students within core hours.

**Good practice example**
Clear, well-managed and well publicised working from home arrangements.
**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.
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.

Good practice example
Informal and formal media training.

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

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

Good practice example
Outreach work acknowledged in staff’s workload.

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**

- 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**

- 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**

- 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 BIO SCIENCES
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 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
= 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
= 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.

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**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.

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**UNIVERSITY OF ESSEX**  
**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.

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**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.

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**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.

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**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 BIO SCIENCES
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 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 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 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 SURREY 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 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 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 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.’
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 STEMM 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.