ECU’s Athena SWAN Charter
Awards Ceremony November 2015
Equality Challenge Unit’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.

We are delighted to celebrate the 84 successful awards today. It is the culmination of many months’ work for institutions and departments, and for ECU as well. We held 32 assessment panels over the course of 11 weeks, and would like to thank the 168 panellists from across the sector for taking part.

Seven institutions, 76 departments and one research institute have gained Athena SWAN awards this round. For the first time, this awards round was open to arts, humanities, social sciences, business and law departments (AHSSBL) alongside science, technology, engineering, mathematics and medicine (STEMM) disciplines. Five AHSSBL departments and the first university have been successful in gaining the new Bronze award.

It is encouraging to see universities engaging with the Athena SWAN Charter across disciplines, and rolling out the benefits of this work to colleagues in professional and support roles. It is a pleasure to confer the first awards to applicants under the expanded criteria.

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

Ruth Gilligan
Athena SWAN Manager
Equality Challenge Unit
Registration, refreshments, networking and photos

Dr Ruth Gilligan
Athena SWAN Manager, Equality Challenge Unit

Welcome, Professor Shearer West
Deputy Vice-chancellor, University of Sheffield

Sarah Dickinson Hyams
Head of Equality Charters, Equality Challenge Unit

Professor Sir Cary Cooper
Athena SWAN Patron

Institutional award presentations

Professor Helen Beebee
Athena SWAN Patron

Departmental award presentations

Lunch

Professor Judith Rankin
Dean of Diversity, Newcastle University

Professor Graham Megson and Deborah Husbands
University of Westminster

Alice Chilver and Harriet Jones
University College London

Depart
Professor Shearer West took up the role of Deputy vice-chancellor at the University of Sheffield on 1 September 2015.

Working closely with the vice-chancellor Professor Sir Keith Burnett, Professor West serves as a member of the university executive team and leads areas of strategic importance to the university in the region, nationally and internationally. She has responsibility for delivering a number of the university’s key aims and priorities, working collaboratively with academic and professional colleagues and students to shape a strong future for the university and all those who benefit from its work.

Previously head of the humanities division at the University of Oxford, Professor West is an art historian and the author and editor of nine books and many articles. She has also been head of the school of historical studies at the University of Birmingham and was director of research at the Arts and Humanities Research Council.
Professor Sir Cary Cooper
Athena SWAN Patron

Cary L. Cooper is the author and editor of more than 150 scholarly books and is one of Britain’s most quoted business gurus. He is the 50th Anniversary Professor of Organizational Psychology and Health at Manchester Business School, University of Manchester.

He is the president of the CIPD. He is a founding president of the British Academy of Management, a companion of the Chartered Management Institute and one of only a few UK fellows of the (American) Academy of Management, past president of the British Association of Counselling and Psychotherapy, president of RELATE, president of the British Academy of Management and president of the Institute of Welfare. He was the founding editor of the Journal of Organizational Behavior, former editor of the scholarly journal Stress and Health and is the editor-in-chief of the Wiley-Blackwell Encyclopaedia of Management, now in its third edition. He has been an advisor to the World Health Organisation, ILO, and EU in the field of occupational health and wellbeing, was chair of the Global Agenda Council on chronic disease of the World Economic Forum (2009-2010) (currently serving on the Global Agenda Council for mental health of the WEF) and was chair of the Academy of Social Sciences 2009-2015 (comprising 47 learned societies in the social sciences and 90,000 members). He was awarded the CBE by the Queen in 2001 for his contributions to occupational health and safety; and in 2014 he was awarded a knighthood for his contribution to the social sciences.

Professor Helen Beebee
Athena SWAN Patron

Helen Beebee is Samuel Hall Professor of Philosophy at the University of Manchester. She was director of the British Philosophical Association from 2007 to 2011, during which time she established the BPA and Society for Women in Philosophy UK’s joint committee for women in philosophy, which she co-chairs with Jenny Saul. In this role, she co-authored, with Saul, a report, The Underrepresentation of women in philosophy in the UK, in 2011; in 2014, the BPA and SWIP launched its ‘Good practice scheme’, aimed at encouraging philosophy departments, learned societies, and journal editorial boards to implement a range of measures to improve the representation of women.

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

Deborah Husbands is a part-time doctoral researcher and lecturer in the psychology department at the University of Westminster. She has a developing interest in intersectionality and a specific focus on experiences of black and minority ethnicity students. Her doctoral research uses cultural narratives from black female students to explore ways in which they are constructing identity in higher education. Her research also draws on identity theories, social constructionism and feminist perspectives.

Following a career in project management, Deborah’s re-entry into higher education began as a mature student in 2006. Following the award of a first-class honours degree in psychology in 2009, she was encouraged to continue her connection with the university as a visiting lecturer. She completed a PGCHE in 2012 and was awarded the Elizabeth de Lowenthal prize for excellence for her portfolio submission. She was made a fellow of the Higher Education Academy in 2013 and is an active member of the British Psychological Society. Deborah has worked collaboratively on a cross-institutional project on students’ sense of belonging, and provided evidence to the government on staff and student sense of belonging in higher education.

Deborah contributes to teaching and learning support at Westminster through module leadership and personal tutoring. In recognition of this, she has been nominated for teaching awards by students. She is also regularly invited to speak at the university’s Graduate School induction events for doctoral researchers. Her interest in pedagogy extends to music practice and theory. Her students include young people with learning and behavioural disabilities. She is an affiliate teacher for the Associated Board of the Royal School of Music.

Professor Judith Rankin
Newcastle University

Professor Judith Rankin is Dean of Diversity at Newcastle University. She has been working in equality and diversity for the past six years leading Newcastle University’s first Athena SWAN application for her institute and working with other units across the university to support their applications.

She became dean in 2015 and leads the strategic oversight of the university’s equality and diversity strategy.
Alice forged her career in management consulting, before transitioning to higher education in 2013. She has extensive experience in business development and is currently driving forward a series of development initiatives within The Bartlett, UCL’s faculty of the built environment where she is Business Development manager.

In 2013 Alice co-founded Astrea, UCL’s grassroots network for professional services women and in 2016 Alice co-founded WHEN, the national network for professional services women.

Professor Graham Megson
University of Westminster

Professor Graham Megson is Provost at the University of Westminster and the chair of the University of Westminster Press’s editorial board. As provost his remit includes academic planning, research, enterprise and innovation at the university.

At Westminster he was previously dean of electronics and computer science, prior to that professor and head of school systems engineering at the University of Reading, reader at Newcastle University, and research fellow at Oxford University.

As professor of computer science, his main interests lie in parallel computation, high-performance computing, neural networks and emergent algorithms.
Harriet Jones
University College London

Harriet Jones is an Equality, Diversity and Inclusion Manager at University College London (UCL). She coordinated UCL’s successful institutional Silver application in 2015, and supports and advises departments working towards Athena SWAN applications.

UCL currently holds 18 Silver and 12 Bronze awards, and is the only university to hold both an Athena SWAN Silver award and ECU’s Race Equality Charter Bronze award. Previously, Harriet undertook a similar role at the University of Exeter, and has a background in sociology and social science research methods.

Awards
Universities and Research Institutes

The November 2015 round was the first in which universities and their departments could apply using the May 2015 Athena SWAN Charter process. In the list of awards that follows, pre- and post-May 2015 awards can be distinguished by the logo displayed.
University of Bradford
Bronze University Award
= Joined 2013

Good practice example
The university has school holiday provision at the Unique sports centre.

University of Salford
Bronze University Award
= Joined 2014

Good practice example
Student life department offers support to students with families, including one-to-one guidance sessions to ensure access to education, facilities and financial support.

University of the West of Scotland
Bronze University Award
= Joined 2011

Good practice example
The university has a standardised workload allocation model for all academic staff that forms part of the development review process, and is appealable through a defined process.

University of Westminster
Bronze University Award
= Joined 2009

Good practice example
The Women of Westminster (WOW) initiative, which will highlight women role models by providing readily accessible case study examples on the university website and include initiatives that engage with female alumnas as they enter the career pipeline.

University of East Anglia
Bronze University Renewal
= Joined 2011

Good practice example
Undertaking a full review of the use of fixed term contracts including a review of their current use, producing guidance for their future use, producing guidance on employment entitlements for those on fixed term contracts and providing support for those coming to the end of a fixed term contract.

Institute of Cancer Research
Silver Research Institute Award
= Joined 2007

Good practice example
‘Stopping the clock’ - Any period of maternity leave is discounted from the time-limit that post-docs, ICR fellows and tenure track faculty can be employed at the ICR.

Newcastle University
Silver University Award
= Joined 2009

Good practice example
Created a dean of diversity post in recognition of the need for additional capacity to lead on diversity.

University of Sheffield
Silver University Award
= Joined 2009

Good practice example
Developing a charter-mark approach for the NHS to promote gender equality with Health Education Yorkshire and Humber and Sheffield Teaching Hospitals NHS Foundation Trust.
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### Awards

#### Departments

**Bangor University**
School of Psychology
Bronze
- University award level: Bronze

**Good practice example**
Considerable support is available for PhD students within the school, both in terms of research support and skill development.

**Birkbeck College**
Department of Psychological Sciences
Bronze
- University award level: Bronze

**Good practice example**
A ‘parental champion’ to meet with staff before they go on leave to discuss concerns and offer advice on how to manage a return to work with family life.

**Cardiff University**
School of Dentistry
Bronze
- University award level: Bronze

**Good practice example**
A dedicated budget to fund training for professional service staff and plans for two annual professional services development days.

**Durham University**
Department of Earth Sciences
Bronze
- University award level: Bronze

**Good practice example**
Developing and trialing bystander training and interventions.

**Durham University**
Department of Mathematical Sciences
Bronze
- University award level: Bronze

**Good practice example**
Module in third year for undergraduates to consider the public perception of mathematics, including gender stereotypes and undertake a school-based research project of their own design.

**Durham University**
School of Government and International Affairs
Bronze
- University award level: Bronze

**Good practice example**
Proactive attitude to shared parental leave, including a term of 50% workload following three months of parental leave.
Lancaster University
Department of Chemistry
Bronze

**Good practice example**
The department will provide childcare if job applicants or speakers wish to bring their child or children on the day of the interview or seminar.

Heriot-Watt University
School of Energy, Geoscience, Infrastructure and Society
Bronze

**Good practice example**
Piloting a career break support fund which will provide research facilitation grants.

King’s College London
Division of Health and Social Care Research
Bronze

**Good practice example**
The careers evening run annually for students on the MSc in public health course has been expanded to include all postgraduate research students and early career researchers.

King’s College London
Division of Palliative Care, Policy and Rehabilitation
Bronze

**Good practice example**
The division structured the MSc programme to provide more flexibility for students needing to balance their studies with work and other commitments. Additionally, the division added a certificate and diploma in palliative care for students wishing to study with greater flexibility which can later be used to progress towards a full MSc.

Queen’s University Belfast
School of Modern Languages
Bronze

**Good practice example**
An action plan which includes both long-term objectives and measureable outcomes.

Queen’s University Belfast
School of Sociology, Social Policy and Social Work
Bronze

**Good practice example**
Interviews for new academic posts usually take place over two consecutive days, but alternative arrangements are made for candidates with family or other commitments who cannot attend two days in a row.

Awards | Departments
Sheffield Hallam University  
Department of Nursing and Midwifery  
Bronze

Good practice example
Collection of data on the external roles carried out by staff. Adaptation of the university’s workload model scheme to take account of local needs.

Ulster University  
School of Computing and Intelligent Systems  
Bronze

Good practice example
Annual school promotion advice workshop on the promotion process and criteria.

Ulster University  
School of Engineering  
Bronze

Good practice example
In all undergraduate team work every effort is made to have at least two women on a team.

University College London  
Institute of Clinical Trials and Methodology  
Bronze

Good practice example
Plan to produce an institute-wide policy to address career development opportunities for professional services staff, including involvement in writing papers and attending conferences.

University of Bath  
Department for Health  
Bronze

Good practice example
Survey data informs the narrative and analysis in the Organisation and Culture section.

University of Bath  
Department of Biology and Biochemistry  
Bronze

Good practice example
The department has a strong focus on mentoring, through mentoring forums, peer mentoring for postgraduates, reflecting on mentoring techniques which work well and evaluating the proportion of mentees who progress their STEMM careers.

University of Cambridge  
Department of Earth Sciences  
Bronze

Good practice example
Action to explore the possibility of exempting staff with children between three and five years old from taking part in undergraduate field courses.

University of Cambridge  
Department of Pathology  
Bronze

Good practice example
All researchers receive maternity leave and pay with any shortfall covered by the department.

University of Edinburgh  
School of Economics  
Bronze

Good practice example
Actions to provide career development opportunities for guaranteed hours contract staff, including access to mentoring.
University of Edinburgh
School of History, Classics and Archaeology
Bronze

= University award level: Silver

Good practice example
Exit interview data is presented and actions to improve leaver feedback are planned.

University of Glasgow
Institute of Cardiovascular and Medical Sciences
Bronze

= University award level: Bronze

Good practice example
Actively developing networks, including young investigator and women in research networks.

University of Huddersfield
School of Applied Sciences
Bronze

= University award level: Bronze

Good practice example
A research support package provides financial support to allow research continuity during a period of absence such as maternity leave.

University of Hull
Department of Chemistry
Bronze

= University award level: Bronze

Good practice example
As a result of consultation with postgraduate students, the Women in Chemistry Network was set up to be open to all academic staff, researchers and research students to enable mutual support and help.

University of Leeds
Faculty of Environment
Bronze

= University award level: Bronze

Good practice example
The faculty funds the costs of maternity leave for staff funded by external grants, to allow for cover and contract extensions.

University of Liverpool
School of Environmental Sciences
Bronze

= University award level: Bronze

Good practice example
Departmental away day integrates Athena SWAN activity.

University of Nottingham
School of Pharmacy
Bronze

= University award level: Silver

Good practice example
The school supplements university maternity funding for students by two months (bringing it to a total of six months paid leave), and allow up to six months of unpaid leave.

University of Oxford
Department of Pharmacology
Bronze

= University award level: Bronze

Good practice example
The pharmacology self-assessment team will act as a search committee for higher grade posts, particularly targeting female applicants.

University of Portmouth
Department of Sport and Exercise Science
Bronze

= University award level: Bronze

Good practice example
Ensuring gender balance of speakers and presenters at conferences the department has hosted for the BASES professional body and the international conference on environmental ergonomics.
University of Portsmouth
Institute of Cosmology and Gravitation
Bronze

Good practice example
Funding for childcare costs associated with conference travel.

University of Portsmouth
School of Pharmacy and Biomedical Sciences
Bronze

Good practice example
The school aims to discuss the issues of gender bias in their postgraduate course registrations with local employers and NHS Trusts.

University of St Andrews
Department of Earth and Environmental Sciences
Bronze

Good practice example
Diversity training is compulsory for all incoming staff and students.

University of Surrey
Department of Mechanical Engineering Science
Bronze

Good practice example
A newsletter was produced for the staff on maternity leave so that they felt engaged and part of the department while on leave.

Cardiff University
School of Chemistry
Bronze renewal

Good practice example
Formal online monitoring of PhD students to ensure uniform engagement and monitoring of completion rates.

Cardiff University
School of Engineering
Bronze renewal

Good practice example
Statement on flexible working included in job advertisements.

Imperial College London
Department of Surgery and Cancer
Bronze renewal

Good practice example
Each staff member applying for promotion is paired with a seconder – a senior member of staff who supports them in the preparation of documentation highlighting achievements and contributions.

London School of Hygiene and Tropical Medicine
Faculty of Epidemiology and Population Health
Bronze renewal

Good practice example
Re-entry fellowship for staff returning from career breaks.

Plymouth University
Peninsula Schools of Medicine and Dentistry
Bronze renewal

Good practice example
Development of a family room and provision of baby changing facilities and family parking spaces.
Queen Mary, University of London
Institute of Dentistry
Bronze renewal

Award held since: 2013
University award level: Bronze

**Good practice example**
Innovative admissions and outreach work are valued and have been significant in a professorial promotion.

Sheffield Hallam University
Psychology Group
Bronze renewal

Award held since: 2012
University award level: Bronze

**Good practice example**
A sabbatical scheme that is not linked to Research Excellence Framework (REF) activities; therefore staff who are engaged in non-REF related research or scholarly activity are equally well supported.

University College London
Division of Surgery and Interventional Science
Bronze renewal

Award held since: 2013
University award level: Silver

**Good practice example**
Adjustment of advertising style in response to published research.

University of Brighton
Brighton and Sussex Medical School
Bronze renewal

Award held since: 2014
University award level: Bronze

**Good practice example**
Conducting annual reviews of fixed-term contracts, which had led to a high conversion rate to indefinite contracts.

University of Leeds
School of Medicine
Bronze renewal

Award held since: 2013
University award level: Bronze

**Good practice example**
Initiated a funded research in partnership with two national bodies, to investigate local and wider solutions.

University of Nottingham
School of Mathematical Sciences
Bronze renewal

Award held since: 2011
University award level: Silver

**Good practice example**
Athena SWAN champion sits on recruitment panels and overall pro-active approach to recruiting women.
University of Southampton
Ocean and Earth Sciences
Bronze renewal

Good practice example
Making the promotion system one where people have to opt out, rather than opt in, to overcome the reticence of some individuals who lack the self-confidence to put themselves forward.

University of Warwick
School of Engineering
Bronze renewal

Good practice example
Ensure women are allocated to tutor groups with at least one other female student.

University of York
Department of Maths
Bronze renewal

Good practice example
Post-docs serve on departmental committees.

King’s College London
Division of Genetics and Molecular Medicine
Silver

Good practice example
Each department in the division displayed ‘Athena SWAN – what’s in it for me?’ campaign posters to raise awareness of gender equality activities.

King’s College London
Division of Imaging Sciences and Biomedical Engineering
Silver

Good practice example
The division allocates £30,000 annually to support early career researchers during the period between the end of a fixed-term contract and the results of fellowship applications. This bridging fund will be raised to £50,000 from 2017.

King’s College London
Division of Transplantation Immunology and Mucosal Biology
Silver

Good practice example
The division created a thesis-writing fund which supports clinical and non-clinical postgraduate students to complete their thesis, even if they have left the department.

Open University
Department of Physical Sciences
Silver

Good practice example
A new promotions process has been established which recognises different career routes, including those focused on teaching and knowledge exchange.

Swansea University
Medical School
Silver

Good practice example
The school lobbied the university to reconsider the promotions process for clinical staff, allowing recognition of pro rata contribution to academic activity.
University College London
Department of Computer Science
Silver

**Good practice example**
Departmental post-break award of £10,000, for staff returning after extended absences, such as maternity leave.

University College London
Eastman Dental Institute
Silver

**Good practice example**
Posts that were previously full-time are now filled by combinations of part-time staff.

University of Cambridge
Department of Chemistry
Silver

**Good practice example**
Research staff exit survey to determine destinations of leavers.

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

**Good practice example**
The school has introduced a new policy for maternity leave for post-graduate research students. They now fund six months’ stipend covering maternity leave for all students regardless of funding source.

University of Edinburgh
Vet School
Silver

**Good practice example**
The school has a workload model that has been developed with staff, refined following feedback and is considered by other schools to be fair. The school has also considered how use of the model can benefit other reporting mechanisms, and consequently their staff no longer have to complete central online audits of their activities.

University of Exeter
Psychology
Silver

**Good practice example**
Allocated funds to run three pop-up nurseries per year for department events outside of core hours at no cost to users.

University of Leeds
Faculty of Engineering
Silver

**Good practice example**
The faculty launched a bespoke transitions scheme ‘careers architect programme’ in which postdoctoral researchers receive small group and one-to-one coaching to develop and refine career goals and prepare for employability.

University of Leicester
Department of Cardiovascular Sciences
Silver

**Good practice example**
Automatic priority access to technical support, reduced teaching and administration, and £5000 grant to support research for those taking maternity leave.
University of Leicester
Department of Infection, Immunity and Inflammation
Silver

Good practice example
Because international students have returned to work within six weeks of giving birth due to UKVI regulations, a PGR tutor works with the student’s supervisors to ensure that a sympathetic approach is taken and adequate support provided.

University of Nottingham
School of Medicine
Silver

Good practice example
Introduced women’s shadowing scheme for senior academic women to gain experience of leadership and senior management to support career development. The scheme facilitates senior women in entering management roles.

University of Oxford
Radcliffe Department of Medicine
Silver

University of Reading
School of Archaeology, Geography and Environmental Science (Human and Environmental Science)
Silver

University of Sheffield
Department of Chemistry
Silver

Good practice example
Specific training for reviewers related to the needs of PDRAs and a bespoke staff review and development scheme form for researchers that emphasises career development.

University of Sheffield
Department of Materials Science and Engineering
Silver

Good practice example
Women academic returners programme, which finances employment of researchers to maintain research activity while the academic is away.

University of Sussex
School of Life Sciences
Silver

Good practice example
Appointment of a director of postdoctoral development, with the associated introduction of a range of initiatives and the creation of this role in other schools at Sussex.

University of Manchester
School of Medicine
Silver

Good practice example
Recognising clinical academic trainees’ prior NHS service when calculating entitlement to maternity pay.

University of Manchester
School of Physics and Astronomy
Silver

Good practice example
The school has appointed three dignity at work advisors. These independent members of staff can be contacted confidentially about harassment or bullying.

University of Reading
School of Archaeology, Geography and Environmental Science (Human and Environmental Science)
Silver

Univeristy award level: Bronze

Good practice example
Appointing a director of postdoctoral development, with the associated introduction of a range of initiatives and the creation of this role in other schools at Sussex.
**University of York**  
Department of Psychology  
Silver renewal
- Award held since: 2007  
- University award level: Bronze

**Good practice example**  
Academic and teaching staff returning after a prolonged period of leave are offered a term of research and scholarship leave, relieving them of administration and teaching duties.

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**Sheffield Hallam University**  
Department of Biosciences  
Silver renewal
- Award held since: 2012  
- University award level: Bronze

**Good practice example**  
Following a survey of undergraduate students, the department is launching PACMAN (Parents, carers, mature students network) as a support group during the current academic year. They hope that students in their second and third year will be able to pass on advice to the first year students, and act as mentors.

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**University of Sheffield**  
Animal and Plant Sciences  
Silver renewal
- Award held since: 2012  
- University award level: Silver

**Good practice example**  
Provision of recruitment posters for staff to take to conferences, specifically targeting women and with space to note who from the department is attending and available.