Athena SWAN award criteria – research institutes

Bronze research institute

What needs to be demonstrated

Bronze awards recognise that the institute has a solid foundation for eliminating gender bias and developing an inclusive culture that values all staff.

This includes:

- an assessment of gender equality in the institute, including quantitative (staff and student data) and qualitative (staff feedback on policies, practices, systems and arrangements) evidence, and identification of both challenges and opportunities;
- a four-year plan that builds on this assessment, information on activities that are already in place and what has been learned from these;
- the development of an organisational structure, including a self-assessment team, to carry proposed actions forward.

Silver research institute

What needs to be demonstrated

In addition to the future planning required for Bronze recognition, Silver awards recognise that the institute has taken action in response to previously identified challenges and can demonstrate the impact of these actions.

Institutes need to demonstrate how Athena SWAN is well embedded within the institution with strong leadership in promoting the charter principles and should evidence the impact of Athena SWAN activities.

Gold research institute

What needs to be demonstrated

Gold institutes should be beacons of achievement in gender equality and should champion and promote good practice in the wider community. A Gold award recognises a significant and sustained record of activity and achievement by the institute in addressing challenges across the full range of the institute and promoting gender equality within and beyond the institute.

Applications should demonstrate how Athena SWAN is completely embedded within the institute with strong leadership in promoting and championing the charter principles. This includes consideration of gender equality for professional and support staff and trans people. This should be complemented by data demonstrating the impact of Athena SWAN activities.

The institute should also demonstrate that they have taken an intersectional approach to analysing data and devising possible solutions to identified challenges.
Intersectionality
Intersectionality needs to be considered in increased detail the higher the level of award.

At bronze, silver and gold level, research institutes are expected to consider the intersection of gender with ethnicity when gathering and reporting on pipeline data for research, technical support and professional staff (Question 4.2.i). If it is not possible for the institute to do this within the application at bronze level, the panel will expect to see that appropriate actions have been put in place to collect the data in the future.

At silver and gold level, the expectation is that an institute obtain and reflect on ethnicity data (though not necessarily present this data), where possible and where issues are identified. The application should also provide an explanation of any actions implemented and consideration of how actions will impact on all target groups across ethnicity and gender.