Athena SWAN Charter for women in science
April 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 recognise the 97 institutions and departments who have succeeded in either earning or retaining an Athena SWAN award. In an ever changing higher education landscape, we realise that participating in the charter is a significant undertaking, and we would like to take this opportunity to thank and congratulate all those who participated for their demonstrable commitment to tackling gender inequality.

We are also tremendously excited to announce the criteria for our institutional Gold award. This award takes the Athena SWAN charter to an exciting new level, and provides us with an opportunity to recognise the exemplars of the sector, and celebrate the achievements of those institutions leading the way in creating diverse and inclusive learning environments.

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

Ruth Gilligan
Equality Charters Manager
Equality Challenge Unit
### PROGRAMME

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
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<tbody>
<tr>
<td>10.30</td>
<td>Registration, refreshments, networking and photos</td>
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<tr>
<td>11.00</td>
<td>WELCOME</td>
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<td></td>
<td><strong>Dr Stephen Goss</strong></td>
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<td>Pro-Vice-Chancellor (Personnel and Equality), University of Oxford</td>
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<tr>
<td>11.15</td>
<td>David Ruebain</td>
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<td>Chief-Executive, Equality Challenge Unit</td>
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<td>11.25</td>
<td><strong>Professor Ti Tian Zhang</strong></td>
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<td>Head Of The Graduate School, Bournemouth University</td>
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<td>11.40</td>
<td><strong>Professor Dame Julia Higgins FRS FREng</strong></td>
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<td>Athena SWAN patron</td>
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<td>11.45</td>
<td>Awards presentations</td>
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<tr>
<td>12.45</td>
<td>Lunch</td>
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<tr>
<td>13.45</td>
<td><strong>Professor Jane Norman MD FRCOG FRCPE FMedSci</strong></td>
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<td>Vice Principal, People and Culture, University of Edinburgh</td>
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<td>14.00</td>
<td><strong>Dr Derek Wann</strong></td>
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<td>Lecturer, University of York, Department of Chemistry</td>
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<td>14.15</td>
<td>Awards presentations</td>
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<td><strong>Professor Alastair Buchan</strong></td>
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<td></td>
<td>The Head of the Medical Sciences Division, University of Oxford</td>
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<td>15.00</td>
<td>Depart</td>
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</tbody>
</table>

Good practice examples in this booklet are drawn from those highlighted by the Athena SWAN peer review panels.

### DR STEPHEN GOSS

**Pro Vice-chancellor (Personnel and equality)**  
**University of Oxford**

As Pro Vice-chancellor (Personnel and equality), Dr Goss is responsible for overseeing the development and evolution of the university’s human resources strategy; and taking a lead on equality and diversity issues across the University.

Dr Goss is a fellow and tutor in medicine at Wadham College, a lecturer at the Dunn School of Pathology, and director of the Oxford Learning Institute. He established the radiation hybrid technique ‘Goss-Harris method’ for human gene mapping, and went on to study the growth and differentiation of hepatomas. From 1997 to 2005, he was director of pre-clinical Studies at Oxford, and was closely involved with the expansion of the Medical School and revising the curriculum.
DR DEREK WANN
Lecturer
Department of chemistry
University of York

Derek Wann is a lecturer in physical chemistry at the University of York. His research focuses on the links between the structures of molecules and their functions and he employs a number of techniques involving high-energy electrons and lasers to do this, as well as cutting-edge computational techniques.

He studied for both his undergraduate MChem and PhD degrees at the University of Edinburgh and enjoyed it so much that he stayed there for a further period as a postdoctoral researcher, before he was awarded an independent fellowship in 2010 from the Engineering and physical sciences research council. Fellowship allowed Derek to start to build a research group and the equipment to perform his research and in 2013 he decided to move the apparatus and people to the University of York to take up a permanent lectureship.

Derek is a member of the departmental equality and diversity group, taking a particular interest in the transition point from researcher to lecturer. During the Summer of 2015 Derek held a visiting lectureship position at the University of Canterbury in New Zealand, where he combined teaching and research with exploring equality and diversity in another country.

PROFESSOR TIANTIAN ZHANG
Head of the Graduate School
Bournemouth University

Professor Tiantian Zhang obtained her environmental biology degree from Liaoning University (People’s Republic of China) in 1982 and worked as a research scientist before obtaining an MPhil degree in environmental biology at Middlesex University in 1990. She obtained a PhD degree in Cryobiology at the University of Bedfordshire in 1994, where she worked as a post-doctoral research fellow and a senior research fellow before she was made reader in 2003 and professor in 2005. She was appointed director of the Institute of Research in the applied natural sciences at the University of Bedfordshire in 2008, before joining Bournemouth University in 2012 as the head of the graduate school.

Professor Tiantian Zhang is a leading figure internationally in research on the cryopreservation of gametes and embryos of fish species. She has over 140 publications and over 90 international presentations to her name. A member of the board of governors of the Society for cryobiology since 2013, and the chair of the Society for low temperature biology from 2005 to 2008, she is also a member of the executive committee of the UK Council for graduate education.

Professor Tiantian Zhang has been actively involved with the Athena SWAN initiative since 2002 both at University of Bedfordshire and Bournemouth University. She has led the successful submissions of Athena SWAN Bronze applications at both institutions.
PROFESSOR JANE NORMAN
MD FRCOG FRCPE FMEDSCI
Vice Principal, People and culture
University of Edinburgh

Jane Norman graduated in medicine from the University of Edinburgh in 1986. After early clinical and academic training in obstetrics and gynaecology in Edinburgh, under the supervision of Professors David Baird, Andrew Calder and Rodney Kelly, she was awarded the degree of MD by the University of Edinburgh in 1992.

Jane moved to a clinical lecturer post at the University of Glasgow in 1993, focusing on the pathophysiology of parturition. Since 1993, she has conducted translational research aiming to understand factors responsible for the initiation of normal and abnormal parturition. She also leads multicentre clinical trials of therapies to improve the process of parturition for women and their babies.

Jane was awarded a personal professorship at the University of Glasgow in 2006, and the Regius chair of obstetrics and gynaecology at the University of Glasgow in 2007. She moved to Edinburgh to the chair of maternal and fetal health and directorship of the Edinburgh Tommy’s centre for maternal and fetal health research in 2008. In 2014, she also became Vice Principal, Equality and Diversity (now Vice Principal, People and culture) at the University of Edinburgh.

Jane maintains an active clinical practice as a consultant obstetrician at the Royal Infirmary of Edinburgh.

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. Dame Julia was chair of the Engineering and physical sciences research council (EPSRC) from 2003 to 2007, and vice-president and foreign secretary of the Royal Society from 2001 to 2006. She is the current president-elect of the Institute of Physics.

Dame Julia has been a trustee of the Daphne Jackson Trust, and in 2010 she was named as one of six Women of outstanding achievement in science, engineering and technology by the UK Resource Centre for Women in SET.

Athena SWAN patron since 2011, Dame Julia was one of the founders of the Charter.
PROFESSOR ALASTAIR BUCHAN
Head of the Division of medical sciences
University of Oxford

Professor Alastair Buchan has been Dean of Medicine and Head of the medical sciences division at the University of Oxford since 2008. He is the Professor of stroke medicine at Oxford, consultant neurologist at the John Radcliffe Hospital and a fellow of Corpus Christi College, a clinician scientist who has pioneered the translation of neuroprotection from basic science to the clinic and has been a leader in the development of thrombolysis for acute stroke.

AWARDS
UNIVERSITIES AND RESEARCH INSTITUTES

BOURNEMOUTH UNIVERSITY
BRONZE UNIVERSITY AWARD
= Joined: 2012
Good practice:
A bespoke programme of support has been started for those who were not submitted to REF 2014 to increase ambitions for publication.

BRITISH ANTARCTIC SURVEY
BRONZE RESEARCH INSTITUTE AWARD
= Joined: 2014
Good practice:
The introduction of mentoring, including the use of external mentors.

EDGE HILL UNIVERSITY
BRONZE UNIVERSITY AWARD
= Joined: 2013
Good practice:
Priority is given to early career researchers when applying to the university’s Research Investment Fund.

UNITED KINGDOM ATOMIC ENERGY AUTHORITY
BRONZE RESEARCH INSTITUTE AWARD
= Joined: 2015
Good practice:
Monthly induction day and structured orientation programme.
UNIVERSITY OF HUDDERSFIELD
BRONZE UNIVERSITY AWARD
= Joined: 2011
Good practice:
Flexible working is actively encouraged. Flexible working requests, and the reasons for requests, are recorded.

UNIVERSITY OF HULL
BRONZE UNIVERSITY AWARD
= Joined: 2012
Good practice:
Departments must publish workload allocations, with sufficient detail for them to be transparent to staff.

UNIVERSITY OF NORTHUMBRIA AT NEWCASTLE
BRONZE UNIVERSITY AWARD
= Joined: 2012
Good practice:
Target for 40% female membership on all influential committees.

UNIVERSITY OF YORK
BRONZE UNIVERSITY AWARD RENEWAL
= Joined: 2005
= Bronze award since: 2006
Good practice:
All science heads of departments have the progressing of Athena SWAN as a personal objective in their annual performance reviews.

UNIVERSITY COLLEGE LONDON
SILVER UNIVERSITY AWARD
= Joined: 2005
Good practice:
Equality and diversity accountability framework, which requires each dean and vice-provost to develop annual E&D action plans for their faculty or division.

UNIVERSITY OF EDINBURGH
SILVER UNIVERSITY AWARD
= Joined: 2005
Good practice:
A maternity coaching programme, comprising group and individual coaching, supports women in the transition back to work and in meeting the challenges this can create.

BANGOR UNIVERSITY
SCHOOL OF SPORT, HEALTH AND EXERCISE SCIENCES
BRONZE
= Joined: 2010
= University award level: Bronze
Good practice:
Staff information pages now include podcast interviews where staff members introduce themselves.

BIRKBECK COLLEGE
DEPARTMENT OF BIOLOGICAL SCIENCES
BRONZE
= Joined: 2010
= University award level: Bronze
Good practice:
The parents and carers support group.

CARDIFF UNIVERSITY
SCHOOL OF COMPUTER SCIENCE AND INFORMATICS
BRONZE
= Joined: 2006
= University award level: Bronze
Good practice:
The use of the final year undergraduate project to encourage students to consider pursuing PhD studies.
CARDIFF UNIVERSITY
SCHOOL OF HEALTHCARE SCIENCES
BRONZE
= Joined: 2006
= University award level: Bronze

Good practice:
The introduction of briefing lunches with the head of school for new starters, with the aim of modelling an inclusive and supportive culture.

DURHAM UNIVERSITY
SCHOOL OF BIOLOGICAL AND BIOMEDICAL SCIENCES
BRONZE
= Joined: 2010
= University award level: Bronze

Good practice:
A range of mentoring opportunities, with good provision for new staff.

DURHAM UNIVERSITY
SCHOOL OF ENGINEERING AND COMPUTING SCIENCES
BRONZE
= Joined: 2010
= University award level: Bronze

Good practice:
Good range of outreach activities, which are coordinated, recognised and rewarded.

HERIOT-WATT UNIVERSITY
SCHOOL OF MATHEMATICAL AND COMPUTER SCIENCES
BRONZE
= Joined: 2005
= University award level: Bronze

Good practice:
Gender equality lecture for undergraduates.

IMPERIAL COLLEGE LONDON
DEPARTMENT OF BIOENGINEERING
BRONZE
= Joined: 2005
= University award level: Silver

Good practice:
All members of academic staff are formally considered for promotion annually by the departmental promotion review panel.

KING’S COLLEGE LONDON
CENTRE OF HUMAN & AEROSPACE PHYSIOLOGICAL SCIENCES (CHAPS)
BRONZE
= Joined: 2007
= University award level: Bronze

Good practice:
Family-friendly approach to meeting organisation, including the opportunity to participate via Skype.

NEWCASTLE UNIVERSITY
SCHOOL OF BIOMEDICAL SCIENCES
BRONZE
= Joined: 2009
= University award level: Bronze

Good practice:
The self-assessment team will facilitate a confidence training session open to all female undergraduates.

NEWCASTLE UNIVERSITY
ELECTRICAL AND ELECTRONIC ENGINEERING
BRONZE
= Joined: 2009
= University award level: Bronze

Good practice:
Sharing of good practice with the Singapore campus.

KEELE UNIVERSITY
SCHOOL OF PHYSICAL & GEOGRAPHICAL SCIENCES
BRONZE
= Joined: 2005
= University award level: Bronze

Good practice:
The school provides undergraduate research bursaries to students interested in academic careers.
NEWCASTLE UNIVERSITY
SCHOOL OF CHEMISTRY
BRONZE
= Joined: 2009
= University award level: Bronze
Good practice:
Annual travel bursary named after a female Newcastle chemistry academic, to enable researchers to attend conferences.

NEWCASTLE UNIVERSITY
SCHOOL OF CHEMICAL ENGINEERING AND ADVANCED MATERIALS
BRONZE
= Joined: 2009
= University award level: Bronze
Good practice:
50:50 gender target for seminar speakers.

NEWCASTLE UNIVERSITY
SCHOOL OF MARINE SCIENCE AND TECHNOLOGY
BRONZE
= Joined: 2009
= University award level: Bronze
Good practice:
The consideration for what can be learned from a differing student picture at the Singapore campus.

QUEEN MARGARET UNIVERSITY, EDINBURGH
DIVISION OF DIETETICS, NUTRITION, BIOLOGICAL SCIENCES, PHYSIOTHERAPY, PODIATRY AND RADIOGRAPHY
BRONZE
= Joined: 2011
= University award level: Bronze
Good practice:
Annual travel bursary named after a female Newcastle chemistry academic, to enable researchers to attend conferences.

ULSTER UNIVERSITY
SCHOOL OF NURSING
BRONZE
= Joined: 2012
= University award level: Bronze
Good practice:
Career development workshops, with the impact on promotions tracked.

UNIVERSITY COLLEGE LONDON
SCIENCE AND TECHNOLOGY STUDIES
BRONZE
= Joined: 2005
= University award level: Silver
Good practice:
Equality considerations are incorporated into teaching content, with lectures on gender and science.

UNIVERSITY OF BATH
DEPARTMENT OF ARCHITECTURE AND CIVIL ENGINEERING
BRONZE
= Joined: 2007
= University award level: Bronze
Good practice:
The head of department has co-opted female representation to the department executive committee and research committee.

UNIVERSITY OF BATH
DEPARTMENT OF COMPUTER SCIENCE
BRONZE
= Joined: 2007
= University award level: Bronze
Good practice:
Plans to introduce job sharing of key roles.
<table>
<thead>
<tr>
<th>University</th>
<th>Department/Program</th>
<th>Bronze/Silver</th>
<th>Good Practice</th>
</tr>
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<td>Bronze</td>
<td>Committee membership is published to assist people in finding mentors willing to be shadowed.</td>
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<td>DEPARTMENT OF PHYSICS</td>
<td>Bronze</td>
<td>A search champion is assigned for each open academic position to actively encourage applications from women.</td>
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<td>UNIVERSITY OF BRIGHTON</td>
<td>SCHOOL OF PHARMACY AND BIOMOLECULAR SCIENCES</td>
<td>Bronze</td>
<td>Removal of end dates from the contracts of postdoctoral researchers.</td>
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<td>SCHOOL OF EARTH SCIENCES</td>
<td>Bronze</td>
<td>The engagement with other institutions to facilitate data-sharing across similar departments to improve the benchmarking details.</td>
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<td>UNIVERSITY OF BRISTOL</td>
<td>SCHOOL OF VETERINARY SCIENCES</td>
<td>Bronze</td>
<td>The plan to establish a maternity mentoring system. Staff are assigned a mentor who can provide clear guidance on university policies, assist with practical arrangements and provide career mentorship.</td>
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<td>DEPARTMENT OF PLANT SCIENCES</td>
<td>Bronze</td>
<td>The Saplings campaign, which highlights the department’s family-friendliness to staff.</td>
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<td>UNIVERSITY OF CAMBRIDGE</td>
<td>COMPUTER LABORATORY</td>
<td>Bronze/Silver</td>
<td>The introduction of a girls-only coding summer school.</td>
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<td>UNIVERSITY OF DUNDEE</td>
<td>SCHOOL OF ENGINEERING, PHYSICS AND MATHEMATICS</td>
<td>Bronze</td>
<td>The Dundee fellows scheme: a general call for excellent researchers, which advertised dual career options, flexible career paths and female mentors.</td>
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<td>UNIVERSITY OF DUNDEE</td>
<td>SCHOOL OF COMPUTING</td>
<td>Bronze</td>
<td>Rooms for pregnant women to rest in, and a breastfeeding facility.</td>
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UNIVERSITY OF EAST ANGLIA
SCHOOL OF COMPUTING SCIENCES
BRONZE
- Joined: 2011
- University award level: Bronze

**Good practice:**
The use of “Did you know?” slides to raise awareness of career development, flexible working and mentoring opportunities.

UNIVERSITY OF EAST ANGLIA
SCHOOL OF MATHEMATICS
BRONZE
- Joined: 2011
- University award level: Bronze

**Good practice:**
All staff and research students are able to apply for funding to attend conferences, with it explicitly stating that this may be used to cover childcare costs.

UNIVERSITY OF ESSEX
DEPARTMENT OF HEALTH AND HUMAN SCIENCES
BRONZE
- Joined: 2012
- University award level: Bronze

**Good practice:**
Parent mentoring scheme.

UNIVERSITY OF EXETER
DEPARTMENT OF PHYSICS AND ASTRONOMY
BRONZE
- Joined: 2011
- University award level: Bronze

**Good practice:**
The college part-funds a PhD student to study gender in relation to the Charter principles at Exeter.

UNIVERSITY OF EXETER
DEPARTMENT OF ENGINEERING
BRONZE
- Joined: 2011
- University award level: Bronze

**Good practice:**
Investment in a RoboGals Exeter chapter.

UNIVERSITY OF GLASGOW
SCHOOL OF COMPUTING SCIENCE
BRONZE
- Joined: 2011
- University award level: Bronze

**Good practice:**
The commitment to interview women students who chose not to stay in computer science, to understand retention issues.

UNIVERSITY OF GLASGOW
SCHOOL OF VETERINARY MEDICINE
BRONZE
- Joined: 2011
- University award level: Bronze

**Good practice:**
The provision of funds to enable staff to attend Athena SWAN and gender-equality related conferences and events.

UNIVERSITY OF KENT
SCHOOL OF PSYCHOLOGY
BRONZE
- Joined: 2010
- University award level: Bronze

**Good practice:**
Comprehensive workload allocation model that acknowledges many categories, with development done in a consultative manner.

UNIVERSITY OF LEEDS
SCHOOL OF DENTISTRY
BRONZE
- Joined: 2008
- University award level: Bronze

**Good practice:**
Provision of funding and allowance of 40% protected time for clinical academic staff undertaking a research degree.
UNIVERSITY OF LEEDS
SCHOOL OF PSYCHOLOGY
BRONZE
= Joined: 2008
= University award level: Bronze

Good practice:
Transparent workload model that allows balance across all staff regardless of position, age, sex, ethnic origin or any other factor.

UNIVERSITY OF LEICESTER
SCHOOL OF MEDICINE
BRONZE
= Joined: 2006
= University award level: Bronze

Good practice:
Carer conference fund, assisting with childcare arrangements for those who would otherwise be unable to attend a conference, event or training initiative.

UNIVERSITY OF LINCOLN
SCHOOL OF COMPUTER SCIENCE
BRONZE
= Joined: 2008
= University award level: Bronze

Good practice:
One day per week is free of teaching.

UNIVERSITY OF LINCOLN
SCHOOL OF SPORT AND EXERCISE SCIENCE
BRONZE
= Joined: 2008
= University award level: Bronze

Good practice:
Peer review system for grant applications.

UNIVERSITY OF OXFORD
DEPARTMENT OF ZOOLOGY
BRONZE
= Joined: 2005
= University award level: Bronze

Good practice:
Revision of the eligibility criteria for the Zoological Society of London scientific medal, to take into account maternity leave and part-time working.

UNIVERSITY OF PORTSMOUTH
SCHOOL OF BIOLOGICAL SCIENCES
BRONZE
= Joined: 2011
= University award level: Bronze

Good practice:
Attempts to ensure that practical classes for undergraduate students with school-age children are not scheduled during school half-terms.

UNIVERSITY OF PORTSMOUTH
DEPARTMENT OF PSYCHOLOGY
BRONZE
= Joined: 2011
= University award level: Bronze

Good practice:
All staff taking parental leave will receive research funds when they return to work (£100 for each week taken, £1500 maximum).

UNIVERSITY OF SHEFFIELD
MECHANICAL ENGINEERING
BRONZE
= Joined: 2009
= University award level: Bronze

Good practice:
Department underwrites open-ended contracts, to give more staff security.

UNIVERSITY OF ST ANDREWS
SCHOOL OF BIOLOGY
BRONZE
= Joined: 2011
= University award level: Bronze

Good practice:
A comprehensive staff induction process, incorporating university-level and school-level attention.
UNIVERSITY OF ST ANDREWS
SCHOOL OF MEDICINE
BRONZE
- Joined: 2011
- University award level: Bronze

Good practice:
Dedicated funding for Athena SWAN, including an Athena SWAN research fellow to work on the project.

UNIVERSITY OF STIRLING
SCHOOL OF HEALTH SCIENCES
BRONZE
- Joined: 2011
- University award level: Bronze

Good practice:
Consideration given to the impact of working a three semester year on workload, promotion and REF inclusion.

UNIVERSITY OF STIRLING
DIVISION OF BIOLOGICAL AND ENVIRONMENTAL SCIENCES
BRONZE
- Joined: 2011
- University award level: Bronze

Good practice:
Return to work fellowship to support female lecturing staff returning from maternity leave.

UNIVERSITY OF STRATHCLYDE
DEPARTMENT OF DESIGN, MANUFACTURE AND ENGINEERING MANAGEMENT
BRONZE
- Joined: 2005
- University award level: Bronze

Good practice:
There are ring-fenced places for girls on the engineering accelerate summer programme.

IMPERIAL COLLEGE LONDON
DEPARTMENT OF LIFE SCIENCES
BRONZE RENEWAL
- Joined: 2005
- University award level: Silver
- Bronze award since: 2011

Good practice:
Compulsory, bespoke training on unconscious bias for all staff with line management responsibilities, completion of which is required to participate in recruitment.

QUEEN MARY, UNIVERSITY OF LONDON
SCHOOL OF ENGINEERING AND MATERIALS SCIENCE
BRONZE RENEWAL
- Joined: 2005
- University award level: Bronze
- Bronze award since: 2012

Good practice:
Part time working guarantee introduced by which a member of staff who decides to work part-time can come back to her/his previous maximum full time equivalent at any time.

SWANSEA UNIVERSITY
COLLEGE OF HUMAN AND HEALTH SCIENCES
BRONZE RENEWAL
- Joined: 2007
- University award level: Bronze
- Bronze award since: 2013

Good practice:
Drive to engage students in Athena SWAN and cultural change.
UNIVERSITY OF BRISTOL
SCHOOL OF CHEMISTRY
BRONZE RENEWAL
- Joined: 2005
- University award level: Bronze
- Bronze award since: 2012

*Good practice:* The head of school consults annually with staff to accommodate family or caring duties in the timetabling of teaching.

UNIVERSITY OF MANCHESTER
SCHOOL OF MEDICINE
BRONZE RENEWAL
- Joined: 2008
- University award level: Bronze
- Bronze award since: 2013

*Good practice:* The school was instrumental in creating a new faculty policy such that the NHS service of all clinical trainees is treated as if it were continuous in relation to the university's policies on maternity, paternity, adoption and shared parental leave.

UNIVERSITY OF MANCHESTER
SCHOOL OF NURSING, MIDWIFERY AND SOCIAL WORK
BRONZE RENEWAL
- Joined: 2008
- University award level: Bronze
- Bronze award since: 2013

*Good practice:* All staff have completed equality and diversity training.

UNIVERSITY OF OXFORD
DEPARTMENT OF ONCOLOGY
BRONZE RENEWAL
- Joined: 2005
- University award level: Bronze
- Bronze award since: 2013

*Good practice:* Peer mentoring has been established for postdoctoral researchers.

UNIVERSITY OF OXFORD
NUFFIELD DEPARTMENT OF SURGICAL SCIENCES (NDS)
BRONZE RENEWAL
- Joined: 2005
- University award level: Bronze
- Bronze award since: 2013

*Good practice:* NDS studentship programme, which will allow offers to be made immediately to the top ranked candidates with guaranteed funding covering fees and a stipend.

KING'S COLLEGE LONDON
DIVISION OF IMMUNOLOGY, INFECTION AND INFLAMMATORY DISEASES
SILVER
- Joined: 2007
- University award level: Bronze

*Good practice:* The head of division engages external funding agencies when grant applications from early career staff appear to have been judged unfairly.

NEWCASTLE UNIVERSITY
INSTITUTE OF GENETIC MEDICINE
SILVER
- Joined: 2009
- University award level: Bronze

*Good practice:* Detailed analysis of fellowship success rates, followed with important actions including to gather individual feedback from funding bodies to anonymise and use in training.

UNIVERSITY OF OXFORD
RADCLIFFE DEPARTMENT OF MEDICINE
BRONZE RENEWAL
- Joined: 2005
- University award level: Bronze
- Bronze award since: 2013

*Good practice:* Core hours of 9:30 to 14:30, and the remaining seminars that occur outside these times are being reviewed.
QUEEN MARY, UNIVERSITY OF LONDON
SCHOOL OF PHYSICS AND ASTRONOMY
SILVER
= Joined: 2005
= University Award level: Bronze

Good practice:
The teaching committee will be required to report to the Juno committee about attendance and coursework marks by gender.

UNIVERSITY COLLEGE LONDON
UCL INSTITUTE OF CARDIOVASCULAR SCIENCE
SILVER
= Joined: 2005
= University award level: Silver

Good practice:
A promotional video for the MSc in cardiovascular science features positive female role models.

UNIVERSITY COLLEGE LONDON
INSTITUTE OF NEUROLOGY
SILVER
= Joined: 2005
= University Award level: Silver

Good practice:
Paternity, maternity and adoption mentors are in place to support staff going on family leave.

UNIVERSITY OF BRISTOL
SCHOOL OF CLINICAL SCIENCES
SILVER
= Joined: 2005
= University award level: Bronze

Good practice:
A coaching session will be offered to staff identified through staff review and development meetings as ‘nearly ready to apply for promotion to reader and professor’.

UNIVERSITY OF GLASGOW
INSTITUTE OF HEALTH AND WELLBEING
SILVER
= Joined: 2011
= University award level: Bronze

Good practice:
The Institute’s adoption of a policy that maternity leave and pay will be given to postgraduate research students when this is not provided by the funder.

UNIVERSITY OF LIVERPOOL
INSTITUTE OF PSYCHOLOGY, HEALTH AND SOCIETY
SILVER
= Joined: 2008
= University award level: Bronze

Good practice:
Family-friendly policy leaflet, which highlights flexible working options and contract flexibility.

UNIVERSITY OF MANCHESTER
SCHOOL OF DENTISTRY
SILVER
= Joined: 2008
= University award level: Bronze

Good practice:
The school’s promotions champion assesses the CVs of staff eligible for promotion and offers them mentoring and guidance.

UNIVERSITY OF OXFORD
DEPARTMENT OF BIOCHEMISTRY
SILVER
= Joined: 2005
= University award level: Bronze

Good practice:
The biochemistry carers fund: research and academic staff who have taken caring leave will be eligible to apply for up to £5,000, which they can use flexibly to support their return to science.

UNIVERSITY OF OXFORD
DEPARTMENT OF CHEMISTRY
SILVER
= Joined: 2005
= University award level: Bronze

Good practice:
The department will conduct surveys to identify where women search for jobs and what they want to see in advertisements and publicity.
UNIVERSITY OF OXFORD
NUFFIELD DEPARTMENT OF CLINICAL
NEUROSCIENCES
SILVER
= Joined: 2005
= University award level: Bronze

Good practice:
A justification is required if no women are on a recruitment shortlist.

UNIVERSITY OF OXFORD
DEPARTMENT OF EXPERIMENTAL
PSYCHOLOGY
SILVER
= Joined: 2005
= University award level: Bronze

Good practice:
Child-friendly environment, including parent-child social coffee mornings, freedom to bring children into the department, and further actions planned.

UNIVERSITY OF OXFORD
DEPARTMENT OF PAEDIATRICS
SILVER
= Joined: 2005
= University award level: Bronze

Good practice:
Standard operating procedures set up to support women taking maternity leave and their line managers.

UNIVERSITY OF OXFORD
DEPARTMENT OF PHYSIOLOGY,
ANATOMY AND GENETICS
SILVER
= Joined: 2005
= University award level: Bronze

Good practice:
Annual Mabel FitzGerald lecture to be given by an eminent female scientist.

UNIVERSITY OF OXFORD
NUFFIELD DEPARTMENT OF POPULATION HEALTH
SILVER
= Joined: 2005
= University award level: Bronze

Good practice:
All jobs are advertised as full-time or part-time.

UNIVERSITY OF OXFORD
NUFFIELD DEPARTMENT OF OBSTETRICS AND Gynaecology
SILVER
= Joined: 2005
= University award level: Bronze

Good practice:
Clinical lecturers have guaranteed protected time for research.

UNIVERSITY OF OXFORD
NUFFIELD DEPARTMENT OF ORTHOPAEDICS, RHEUMATOLOGY AND MUSCULOSKELETAL SCIENCES
SILVER
= Joined: 2005
= University award level: Bronze

Good practice:
A welcome and events committee provides opportunities for staff to meet with and ask advice from other staff with similar circumstances.

UNIVERSITY OF OXFORD
SIR WILLIAM DUNN SCHOOL OF PATHOLOGY
SILVER
= Joined: 2005
= University award level: Bronze

Good practice:
The department will cover the cost of maternity leave for those staff whose contracts end during maternity leave.

UNIVERSITY OF SOUTHAMPTON
FACULTY OF MEDICINE
SILVER
= Joined: 2005
= University award level: Bronze

Good practice:
Assessment of contributions at appraisal and in promotion is on a portfolio basis, taking account of contract type and personal circumstances.
Imperial College London
Department of Physics
Silver Renewal
- Joined: 2005
- University award level: Silver
- Silver award since: 2009

Good practice:
All heads of research groups are required to compile lists of exceptional women in their field who will be encouraged to apply for future job vacancies.

Queen’s University Belfast
School of Geography, Archaeology and Palaeoecology
Silver Renewal
- Joined: 2005
- University award level: Silver
- Silver award since: 2010

Good practice:
Both men and women are represented in any team leading excursions.

Royal Holloway
Department of Physics
Silver Renewal
- Joined: 2009
- University award level: Bronze
- Silver award since: 2012

Good practice:
Commitment to consider all staff for promotion annually and all female academics have been promoted recently, including one while on maternity leave.

University College London
Department of Biochemical Engineering
Silver Renewal
- Joined: 2005
- University award level: Silver
- Silver award since: 2011

Good practice:
All postdoctoral researchers (PDRAs) have been invited to attend training courses and be assigned formal training roles within the department; numerous PDRAs are now designated as honorary lecturers.

University of Manchester
School of Chemical Engineering and Analytical Science
Silver Renewal
- Joined: 2008
- University award level: Bronze
- Silver award since: 2012

Good practice:
The self assessment team (SAT) will maintain reciprocal membership on other university SATs.

University of York
Department of Chemistry
Gold Renewal
- Joined: 2005
- University award level: Bronze
- Gold award since: 2007

Good practice:
The department has embedded their ‘part-time working assurance’ where staff can request changes to their working hours without threat of losing a future full-time contract.
CASE STUDY
CREATING A NETWORK FOR PROFESSIONAL SERVICES WOMEN AT UCL: ASTREA

University College London (UCL) were particularly commended by the review panel for their Astrea network, which was mentioned in their successful Silver institutional submission. As Athena SWAN is expanding to explicitly include professional and support staff, they were invited to provide a case study for this awards booklet. Alice Chilver and Emma Todd, two professional services women working at UCL, decided that top-down initiatives and policy alone could not bring about the culture shift required for gender equality to become a reality.

In September 2013, they set up Astrea, a grassroots network for women in professional services roles at UCL. Astrea aims to redress the gender imbalance by boosting the ambition and confidence of professional services women, providing greater access to role models and mentors, and increasing opportunities to learn from one another.

Astrea is managed by its members. Its steering committee, led by women from a wide range of professional backgrounds at UCL, ensures that the intentions and values of the network are fully integrated into every aspect of its activity. The steering committee is also responsible for managing a programme of regular workshops and networking events, producing newsletters, promoting informal and formal mentoring and coaching opportunities, and organising Astrea’s annual conference.

The cooperative structure of Astrea invites participation. It gives its members the opportunity to share ideas, improve their confidence and build new networks, not just by attending events, but working together to plan and deliver them.

Astrea is open to all women, whether they’re at the early stages of their career, or are already well established. Members share the belief that everyone in the network has something to contribute, no matter how junior or senior they are.

Building a network at London’s largest university
UCL is home to eleven faculties, which bring together almost 60 individual departments, employing over 11,000 people.

Astrea has attracted over 800 members from across the whole of UCL since its launch in September 2013, providing a unique opportunity for professional services women to come together and learn from one another.

Real impact for members
A membership survey in April 2014 showed that out of 51 respondents, 80% said that they felt they had greater access to role models because of Astrea.

80% said that Astrea had provided them with an opportunity to learn new skills, and build on their existing expertise, while over 90% said that they liked being a part of Astrea because it gave them an opportunity to learn from other women’s experiences.

Sharing ideas to accelerate change
In December 2014, Astrea organised its first annual conference, Culture Shift 50/50, attended by over 250 women working in professional services roles in higher education from across the UK.

Culture Shift 50/50 provided practical information, insights and inspiration through discussion, debate and workshops and was a great success. After the event, 89% of attendees affirmed that they felt more confident about their current role and career development.

Find out more about Astrea at UCL
www.ucl.ac.uk/astrea
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 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 due to launch January 2016.