



**Athena  
SWAN**

Charter for women in science  
**April 2014**



Equality Challenge Unit



Equality Challenge Unit

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

The charter is owned by ECU.

It is funded by ECU,  
The Biochemical Society,  
The Department for Business  
Innovation and Skills,  
The Department of Health,  
The Higher Education Authority,  
The Royal Society and  
The Scottish Funding Council.

[www.ecu.ac.uk/athena-swan](http://www.ecu.ac.uk/athena-swan)

@Athena\_SWAN



Biochemical Society  
Advancing Molecular Bioscience



Department  
for Business  
Innovation & Skills



Department  
of Health

**HEA** | HIGHER EDUCATION AUTHORITY  
AN TÚDARÁS um ARD-OIDEACHAS

THE  
ROYAL  
SOCIETY



Scottish Funding Council

Promoting further and higher education

## Introduction

Equality Challenge Unit (ECU)'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.

In the April 2014 submission round, panels agreed 83 successful awards out of 121 applications, raising the current number of award holders to 384 across the UK. We are delighted to announce that the University of Cambridge is the fifth university to gain a silver award, joining Imperial College London, University of Nottingham, Queen's University Belfast, and University of Warwick.

We would also like to congratulate the Centre for Ecology and Hydrology and Rothamsted Research who are the first successful research institutes to gain Athena SWAN awards since the initial research institute pilot.

The number of successful departments, institutions and research institutes receiving awards continues to illustrate the growth of the charter. Notably in this round, we have seen a considerable amount of interest in the charter from abroad. The University of Nottingham Malaysia campus, faculty of science is the first international department to gain an award. In addition, a three-year pilot expansion of Athena SWAN in the Republic of Ireland, funded by the Higher Education Authority, will be formally launched early next year.

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

**83**  
awards

**63**  
bronze

**20**  
silver

**69%**  
success rate

**Sarah Dickinson**  
Athena SWAN Manager  
Equality Challenge Unit

# Programme

- 10.45 Registration, refreshments, networking and photos
- 11.30 **Professor Jeremy Sanders CBE FRS**  
Pro vice-chancellor for institutional affairs, University of Cambridge
- 11.45 **Professor Dame Julia Higgins FRS FREng**  
Athena SWAN patron
- 12.00 **Chris Hall**  
Head of stakeholder relations and communications, ECU
- 12.15 Awards presentations
- 13.15 Lunch
- 14.15 **Professor Kay Marshall**  
Manchester pharmacy school, University of Manchester
- 14.30 **Professor Anne Davis**  
Department of applied mathematics and theoretical physics,  
STEMM gender equality champion, University of Cambridge
- 14.45 Awards presentations
- 15.45 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.

## **Speaker and award presenter: Professor Dame Julia Higgins FRS FREng**

**Imperial College London**  
Department of chemical engineering

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 London immediately before her retirement. She was chair of Engineering and physical sciences research council from 2003 to 2007, and vice-president and foreign secretary of the Royal Society from 2001 to 2006. She was recently vice-chair of the Royal Society project: *Vision for the future of science and maths education*, and is currently 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 workforce.



## Opening the ceremony: Professor Jeremy Sanders CBE FRS

Pro vice-chancellor for institutional affairs  
**University of Cambridge**

Professor Jeremy Sanders has been pro vice-chancellor for institutional affairs since 2011 with responsibility for the welfare of over 10,000 staff, with a particular emphasis on equality and diversity.

Professor Sanders was head of the department of chemistry from 2000 to 2006 and then head of the school of physical sciences. He was elected fellow of the Royal Society in 1995 and he was awarded the Royal Society's Davy Medal in 2009.

Professor Sanders has a longstanding commitment to supporting gender equality, having been chair since 2007 of the Women in science, engineering and technology initiative (WiSETI) steering committee, which was established in Cambridge in 1999 to redress, through positive action, the underrepresentation of women in employment and career progression in STEMM. As pro vice-chancellor he has introduced a number of key initiatives designed to positively impact women's careers including the returning carers scheme, the senior gender equality network, a revised senior academic promotions scheme and the office of postdoctoral affairs. In 2013, he sponsored the development and launch of *The meaning of success: Insights from women at Cambridge*, a book and web resource that questions our assumptions about what success is and how it impacts on the progression of men and women in the workplace. Professor Sanders features in the Royal Society of Chemistry's *175 faces of chemistry*, celebrating diversity in science, and was appointed CBE in 2014 for services to higher education and scientific research.



## **Speaker:** **Professor Kay Marshall**

**University of Manchester**  
Manchester pharmacy school

Professor Kay Marshall is currently the head of the Manchester pharmacy school. Following postdoctoral research fellow positions supported by industry, Professor Marshall was appointed a lecturer in pharmacology-pharmacy at the University of Bradford. In 2006 Professor Marshall was appointed head of the division of pharmacology and took up a chair in reproductive endocrine pharmacology, and in 2008 she became head of the school of pharmacy at Bradford University before moving to the University of Manchester in 2012.

Professor Marshall is a fellow of the Royal Pharmaceutical Society and her research focuses on the role of hormones, systemic and local, in reproductive health in women. Recent projects focus upon pre-term labour and endometriosis. Her research informs her teaching and she is a keen adopter of new teaching methods and technologies.

Professor Marshall has been actively involved in the school's Athena SWAN journey, one of the highlights of which was travelling to Queen's University Belfast with her school Athena SWAN lead, Professor Karen Hassell, to collect their bronze award. She has also worked with student groups and pharmacy professional associations to bring home the Athena SWAN message. In addition, she has used her position as deputy chair of the pharmacy school's council to highlight the importance of Athena SWAN to other heads of pharmacy.



## **Speaker:** **Professor Anne Davis**

**University of Cambridge**

Department of applied mathematics and theoretical physics

Professor Anne Davis is professor of mathematical physics in the faculty of mathematics. Following postdoctoral positions in Durham University, Imperial College London, University of Geneva and Princeton University, she joined the University of Cambridge as a research council advanced fellow. She is also a fellow and former director of studies at King's College, Cambridge. She has been involved in senior promotion committees at faculty and school level. Her recent research has focused on particle cosmology, in particular modified gravity theories such as the chameleon theory.

Professor Davis is the current chair of the Athena SWAN committee for the faculty of mathematics, overseeing the faculty's successful bronze award application in 2013 as well as their ongoing action plan. She was also involved in the faculty becoming a supporter of the London Mathematical Society good practice scheme.

Professor Davis is the university's current STEMM gender equality champion, working alongside Professor Judith Lieu as gender equality champion for the arts, humanities and social sciences.



# Awards

## Universities and research institutes

### Aberystwyth University

#### Bronze university award

- Joined: 2011
- University bronze since: April 2014

#### Good practice example

*Women's roundtable network, which meets bimonthly to discuss and promote gender equality and engage with staff on support, issues and initiatives.*



### University of Cambridge

#### Silver university award

- Joined: 2005
- University award since: 2009

#### Good practice example

*The meaning of success project, which includes a book, a website and an open letter to the Times Higher Education with a call to the sector to review how success is measured and recognised.*



### Cardiff University

#### Bronze university award renewal

- Joined: 2006
- University bronze since: 2009

#### Good practice example

*Line managers attend training sessions on work-life balance.*



## **University of Central Lancashire**

### **Bronze university award**

- Joined: 2005
- University bronze since: April 2014

### **Good practice example**

*Since the late 1980s, all panels have a gender balance and all panel members have completed diversity training.*



## **Centre for Ecology and Hydrology**

### **Bronze research institute award**

- Joined: 2014
- Research institute bronze since: April 2014

### **Good practice example**

*Additional childcare costs can be reimbursed if they are incurred by working outside the normal working pattern.*



## **Keele University**

### **Bronze university award renewal**

- Joined: 2005
- University bronze since: 2006

### **Good practice example**

*The university's appraisal process, informed by the self assessment team, has led to inclusion of a specific section inviting appraisers and those being appraised to explicitly address promotion prospects.*



## **University of Lincoln**

### **Bronze university award**

- Joined: 2008
- University bronze since: April 2014

### **Good practice example**

*To engage the student body in the principles of Athena SWAN, WiSE@Lincoln are working with the students' union to establish a student Athena SWAN committee.*



## **Liverpool John Moores University**

### **Bronze university award**

- Joined: 2011
- University bronze since: April 2014

### **Good practice example**

*Staff members are supported integrating back into work after maternity leave through the new parent buddy scheme.*



## **Loughborough University**

### **Bronze university award renewal**

- Joined: 2005
- University bronze since: 2009

### **Good practice example**

*Good use of data from the staff survey in the application and the commitment to ensuring that departments applying for awards include questions on the effectiveness of flexible working in their own surveys.*



## **University of Portsmouth**

### **Bronze university award**

- Joined: 2011
- University bronze since: April 2014

### **Good practice example**

*Training on unconscious bias will commence for managers in 2014 and be extended to all staff in 2015.*



## **Rothamsted Research**

### **Bronze research institute award**

- Joined: 2014
- University bronze since: April 2014

### **Good practice example**

*Seventy-five per cent of recipients of The John Pickett Travel Fellowship, offered annually to support travel to an internationally acclaimed collaborating laboratory, have been women.*



## Royal Holloway, University of London

### Bronze university award renewal

- Joined: 2009
- University bronze since: 2010

### Good practice example

*Good practice guidance for departmental promotions committees was developed and compliance is monitored by the dean of science. All academic staff are asked to submit a CV annually so they can automatically be considered for promotion.*



## University of Strathclyde

### Bronze university award renewal

- Joined: 2005
- University bronze since: April 2011

### Good practice example

*Proactive consideration of increasing the number of campus spaces named after women.*



## Awards Departments

### Aston University School of Life and Health Sciences



- Bronze award renewal**
- Joined: 2009
  - University award level: Bronze
  - Department award since: November 2012

#### Good practice example

*The school's 2020 strategy gives clear assurances that, if desired, part-time work is a temporary position, even if part-time employment is required for several years.*

---

### University of Bath Department of Pharmacy and Pharmacology



- Bronze award**
- Joined: 2007
  - University award level: Bronze
  - Department award since: April 2014

#### Good practice example

*Specific action to welcome job applications from women who have had a career break.*

---

### University of Birmingham School of Psychology



- Bronze award**
- Joined: 2011
  - University award level: Bronze
  - Department award since: April 2014

#### Good practice example

*The monthly lunch club for new staff is organised by the director of research to encourage networking and information sharing at a family-friendly time.*

## **University of Birmingham**

### School of Physics and Astronomy



#### **Silver award**

- Joined: 2011
- University award level: Bronze
- Department award since: April 2014

#### **Good practice example**

*The creation of an effective, transparent and fair work allocation model.*

## **University of Bristol**

### School of Physics



#### **Bronze award**

- Joined: 2005
- University award level: Bronze
- Department award since: April 2014

#### **Good practice example**

*The school's women in physics group, which aims to provide networking opportunities.*

## **Brunel University**

### Department of Maths



#### **Bronze award**

- Joined: 2005
- University award level: Bronze
- Department award since: April 2014

#### **Good practice example**

*The comprehensive workload model which takes into account personal circumstances, which has received positive feedback from staff.*

## **University of Cambridge**

### Department of Biochemistry



#### **Bronze award**

- Joined: 2005
- University award level: Silver
- Department award since: April 2014

#### **Good practice example**

*The woman in science room, a gallery of achievement open to the members of the department as a meeting room and open to the public during science week.*

---

## **University of Cambridge**

### Department of Physiology, Development and Neuroscience



#### **Bronze award**

- Joined: 2005
- University award level: Silver
- Department award since: April 2014

#### **Good practice example**

*Establishment of a postdoctoral researchers committee.*

---

## **University of Cambridge**

### Wellcome Trust/Cancer Research UK Gurdon Institute



#### **Bronze award**

- Joined: 2005
- University award level: Silver
- Department award since: April 2014

#### **Good practice example**

*Staff may choose to request a graduated return from maternity or adoption leave, beginning at a minimum of 20 per cent of full-time.*

**University of Dundee**  
College of Medicine, Dentistry and Nursing



**Bronze award**

- Joined: 2012
- University award level: Bronze
- Department award since: April 2014

**Good practice example**

*The restructuring of the executive team to provide 50 per cent female representation.*

**Durham University**  
Department of Chemistry



**Bronze award**

- Joined: 2010
- University award level: Bronze
- Department award since: April 2014

**Good practice example**

*Allowing staff to return full-time at any point after maternity leave.*

**University of East Anglia**  
School of Environmental Sciences



**Bronze award**

- Joined: 2011
- University award level: Bronze
- Department award since: April 2014

**Good practice example**

*Plans for a budget to allow bridging between contracts.*

## **University of East Anglia** School of Nursing Sciences



### **Bronze award**

- Joined: 2011
- University award level: Bronze
- Department award since: April 2014

### **Good practice example**

*The Did you know slides shown on a loop on the school plasma screens, highlighting family-friendly policies and practices and information about mentoring, training and promotion.*

---

## **University of East Anglia** School of Rehabilitation Sciences



### **Bronze award**

- Joined: 2011
- University award level: Bronze
- Department award since: April 2014

### **Good practice example**

*Proposed buddy system for staff returning from maternity leave.*

---

## **University of Edinburgh** School of Biomedical Sciences



### **Silver award renewal**

- Joined: 2005
- University award level: Bronze
- Department award since: April 2011

### **Good practice example**

*The maternity mentoring programme for women going, on, and returning from maternity leave.*

## **University of Edinburgh**

### School of Physics and Astronomy



#### Silver award

- Joined: 2005
- University award level: Bronze
- Department award since: April 2014

#### Good practice example

*The creation of a directorship post with responsibility for postdoctoral researcher support.*

## **University of Edinburgh**

### The Roslin Institute



#### Silver award

- Joined: 2005
- University award level: Bronze
- Department award since: November 2011

#### Good practice example

*The institute will publish short video interviews with scientists of all grades on their website.*

## **University of Exeter**

### Department of Mathematics and Computer Science



#### Bronze award

- Joined: 2011
- University award level: Bronze
- Department award since: April 2014

#### Good practice example

*The study by a PhD student, jointly funded by the college of engineering, mathematics and physical sciences and psychology, to attain better qualitative data concerning the undergraduate student population.*

## **University of Exeter** Psychology



### Bronze award

- Joined: 2011
- University award level: Bronze
- Department award since: April 2014

### Good practice example

*Research to examine grant applications and publication strategies by gender and using this data to provide female academic staff and mentors with enhanced information, advice and support.*

## **University of Exeter** Sport and Health Sciences



### Silver award

- Joined: 2011
- University award level: Bronze
- Department award since: April 2014

### Good practice example

*Peer student mentoring scheme for undergraduate and postgraduate students.*

## **University of Exeter Medical School**



### Silver award

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

### Good practice example

*Review of honorary title categories revealed imbalance, and so titles for the whole university have been updated in response.*

**University of Glasgow**  
Institute of Health and Wellbeing



**Bronze award**

- Joined: 2011
- University award level: Bronze
- Department award since: April 2014

**Good practice example**

*Funds for researchers returning to work from maternity leave, with a range of activities they can spend it on.*

**University of Glasgow**  
School of Chemistry



**Bronze award**

- Joined: 2011
- University award level: Bronze
- Department award since: April 2014

**Good practice example**

*Surveying the final year undergraduate students on their perceptions and intentions with respect to their future studies.*

**Imperial College London**  
Department of Chemical Engineering



**Silver award renewal**

- Joined: 2005
- University award level: Silver
- Department award since: 2009

**Good practice example**

*Outreach work is recognised in the appraisal and promotion process.*

## **Imperial College London**

### Department of Surgery and Cancer



#### **Bronze award**

- Joined: 2005
- University award level: Silver
- Department award since: April 2014

#### **Good practice example**

*Plan to immediately introduce a buddy scheme while developing a formal mentoring scheme.*

## **Imperial College London**

### Institute of Clinical Sciences and MRC Clinical Sciences Centre



#### **Bronze award**

- Joined: 2005
- University award level: Silver
- Department award since: April 2014

#### **Good practice example**

*Maternity cover is arranged to start before the staff member goes on leave and continue for a period after their return to work, to minimise any decrease in scientific productivity.*

## **Imperial College London**

### National Heart and Lung Institute



#### **Silver award renewal**

- Joined: 2005
- University award level: Silver
- Department award since: 2009

#### **Good practice example**

*New scientist day initiative, to introduce new staff to the institute, to open up collaborations for new starters and to meet other staff who may be in the same scientific/ clinical area but not in the same section.*

## Keele University School of Life Sciences



### Silver award renewal

- Joined: 2005
- University award level: Bronze
- Department award since: 2010

### Good practice example

*The Athena SWAN initiative awards for students, which offer an award for the student who makes the best suggestion for an initiative that the school can implement.*

---

## University of Kent School of Mathematics, Statistics and Actuarial Science



### Bronze award

- Joined: 2010
- University award level: Bronze
- Department award since: April 2014

### Good practice example

*A school promotion panel has been established, chaired by the head of school to identify future promotion candidates, provide objective evaluation of each case and offer support to staff preparing for promotion.*

---

## King's College London Cardiovascular Division



### Silver award

- Joined: 2007
- University award level: Bronze
- Department award since: April 2014

### Good practice example

*Internal peer review for grant applications.*

**King's College London**  
Division of Palliative Care, Policy and Rehabilitation



**Bronze award**

- Joined: 2007
- University award level: Bronze
- Department award since: April 2014

**Good practice example**

*One day per week allocated as a core meeting day, during which all essential meetings are held.*

**King's College London**  
Division of Asthma, Allergy and Lung Biology



**Bronze award**

- Joined: 2007
- University award level: Bronze
- Department award since: April 2014

**Good practice example**

*Collective mentoring for students, who may build a mentoring team.*

**King's College London**  
Division of Imaging Sciences and Biomedical Engineering



**Bronze award**

- Joined: 2007
- University award level: Bronze
- Department award since: April 2014

**Good practice example**

*The innovative divisional probationary lectureship programme and its significant successes.*

## **King's College London**

### Division of Women's Health



#### Silver award

- Joined: 2007
- University award level: Bronze
- Department award since: April 2014

#### Good practice example

*Providing access to mentoring and career development training for fixed term staff.*

## **King's College London**

### Faculty of Natural and Mathematical Sciences



#### Bronze award

- Joined: 2007
- University award level: Bronze
- Department award since: April 2014

#### Good practice example

*Financial assistance for those returning from maternity, paternity or adoption leave that is funded by the faculty in response to the high demand for the university parental leave fund.*

## **University of Leeds**

### Faculty of Biological Sciences



#### Bronze award

- Joined: 2008
- University award level: Bronze
- Department award since: April 2014

#### Good practice example

*The new lecturers club, started by the school, supports recently appointed staff by holding weekly hour-long meetings with more established academic staff. This has now been rolled out across the faculty.*

**University of Leicester**  
Department of Biochemistry



**Bronze award**

- Joined: 2006
- University award level: Bronze
- Department award since: April 2014

**Good practice example**

*Including representatives of all staff groups in staff meetings and a more regular circulation of departmental news in response to negative survey results about the communication of committee decisions.*

**University of Leicester**  
Department of Cell Physiology and Pharmacology



**Bronze award**

- Joined: 2006
- University award level: Bronze
- Department award since: April 2014

**Good practice example**

*The appointment of an equalities officer for Athena SWAN activities.*

**University of Leicester**  
School of Psychology



**Bronze award renewal**

- Joined: 2006
- University award level: Bronze
- Department award since: November 2012

**Good practice example**

*The recently established parents and carers network, which meets and communicates regularly. Issues raised have successfully been communicated to management and actions taken.*

## **University of Liverpool**

### School of Engineering



#### **Bronze award**

- Joined: 2008
- University award level: Bronze
- Department award since: April 2014

#### **Good practice example**

*Dragonfly day, an on-campus activity for 14- to 15-year-old girls.*

## **University of Liverpool**

### School of Physical Sciences



#### **Bronze award**

- Joined: 2008
- University award level: Bronze
- Department award since: April 2014

#### **Good practice example**

*Action to cover childcare costs for staff and postgraduates involved in applicant discovery days.*

## **University of Liverpool**

### Institute of Ageing and Chronic Disease



#### **Silver award**

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

#### **Good practice example**

*Monitoring of maternity return data which shows that all returners are still in post after one year, perhaps due to the strong, flexible support.*

## **London School of Hygiene and Tropical Medicine**

Faculty of Infectious and Tropical Diseases



### **Bronze award**

- Joined: 2011
- University award level: Bronze
- Department award since: April 2014

### **Good practice example**

*Equality and diversity training is compulsory and must be renewed every five years.*

## **Loughborough University**

Design School



### **Bronze award**

- Joined: 2005
- University award level: Bronze
- Department award since: April 2014

### **Good practice example**

*Proactive support for women so that maternity leave is not a barrier to promotion.*

## **University of Manchester**

Manchester Pharmacy School



### **Silver award**

- Joined: 2008
- University award level: Bronze
- Department award since: April 2012

### **Good practice example**

*For undergraduate interviews, staff are paired with final year students. Everyone involved in interviewing has undertaken equality and diversity training.*

**University of Manchester**  
School of Electrical and Electronic Engineering



**Bronze award**

- Joined: 2008
- University award level: Bronze
- Department award since: April 2014

**Good practice example**

*Promotion master classes are held to help staff prepare their case for promotion.*

**Newcastle University**  
Institute of Health and Society



**Silver award renewal**

- Joined: 2009
- University award level: Bronze
- Department award since: April 2011

**Good practice example**

*Bespoke management training for senior staff.*

**Newcastle University**  
School of Agriculture, Food and Rural Development



**Bronze award**

- Joined: 2009
- University award level: Bronze
- Department award since: April 2014

**Good practice example**

*Membership on committees is reviewed annually by the head of school with a view to ensuring there remains a balance of female representation.*

## Newcastle University

### School of Civil Engineering and Geosciences



#### Bronze award

- Joined: 2009
- University award level: Bronze
- Department award since: April 2014

#### Good practice example

*School research fellowships are awarded annually and staff are allowed at least one month per year to work on fellowship applications, grant proposals or papers.*

## University of Nottingham, Malaysia Campus

### Faculty of Science



#### Bronze award

- Joined: 2005
- University award level: Silver
- Department award since: April 2014

#### Good practice example

*The pioneering attitude of the faculty, and the response to difficulties posed by being in a different time zone to the UK campus.*

## University of Nottingham

### School of Biosciences



#### Bronze award

- Joined: 2005
- University award level: Silver
- Department award since: 2009

#### Good practice example

*The implementation of new strategies, including mentoring and coaching, to encourage and prepare women for promotion, and resulting recent successes for women.*

## **University of Nottingham**

### School of Medicine



#### **Bronze award**

- Joined: 2005
- University award level: Silver
- Department award since: April 2014

#### **Good practice example**

*The dean's personal commitment to devote more time and energy to implementing action points.*

## **University of Oxford**

### Department of Statistics



#### **Bronze award**

- Joined: 2005
- University award level: Bronze
- Department award since: April 2014

#### **Good practice example**

*Implementation of Athena SWAN action plan to be a key topic at the next departmental away day, to which all academic and support staff are invited.*

## **Queen's University Belfast**

### School of Pharmacy



#### **Silver award**

- Joined: 2005
- University award level: Silver
- Department award since: November 2011

#### **Good practice example**

*Successful women advertised in a poster campaign throughout Belfast.*

## **University of Sheffield**

### Department of Nursing and Midwifery



#### **Bronze award**

- Joined: 2009
- University award level: Bronze
- Department award since: April 2014

#### **Good practice example**

*Courses delivered on a full and part-time basis, and online and blended learning options, have resulted in increased uptake from women with caring responsibilities and a greater than usual proportion of men.*

## **University of Sheffield**

### School of Health and Related Research



#### **Silver award**

- Joined: 2009
- University award level: Bronze
- Department award since: November 2012

#### **Good practice example**

*The provision of funding to cover the teaching and research responsibilities of staff on maternity leave.*

## **University of Southampton**

### Faculty of Medicine



#### **Bronze award renewal**

- Joined: 2005
- University award level: Bronze
- Department award since: November 2012

#### **Good practice example**

*Faculty posted a speculative advert to attract talented academic staff at all levels. The exercise resulted in the appointment of two female professors.*

## **University of St Andrews**

### School of Chemistry

#### **Silver award**

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

#### **Good practice example**

*Encouraging senior female postdoctoral researchers (PDRs) to sit on appointment committees for new PDRs.*



## **University of St Andrews**

### School of Mathematics and Statistics

#### **Bronze award**

- Joined: 2011
- University award level: Bronze
- Department award since: April 2014

#### **Good practice example**

*Inclusion of staff through a range of consultation methods including surveys, discussions and panels.*



## **University of St Andrews**

### School of Psychology and Neuroscience

#### **Bronze award**

- Joined: 2011
- University award level: Bronze
- Department award since: April 2014

#### **Good practice example**

*The school's workload model, including the positive staff feedback, its use as an example for the rest of the institution and plans for further improvement to take into account service in the sector.*



**University of Strathclyde**  
Department of Mechanical and Aerospace Engineering



**Bronze award**

- Joined: 2005
- University award level: Bronze
- Department award since: April 2014

**Good practice example**

*Plays an active role in WISE@Strath, which aims to support career development for women within engineering and to support female students in their studies and future careers.*

**University of Sussex**  
Department of Physics and Astronomy



**Bronze award**

- Joined: 2011
- University award level: Bronze
- Department award since: April 2014

**Good practice example**

*A public speaking master class for women in STEMM.*

**University of Sussex**  
School of Life Sciences



**Bronze award**

- Joined: 2011
- University award level: Bronze
- Department award since: April 2014

**Good practice example**

*The school's focus on quality rather than quantity in appraisal and promotion, and the recent introduction of a specific career pathway for teaching fellows.*

## **University College London** UCL Cancer Institute



### Silver award

- Joined: 2005
- University award level: Bronze
- Department award since: April 2014

### Good practice example

*Reestablishment of gender balance on executive board after a period where there was only one woman member.*

## **University College London** UCL Institute of Cardiovascular Science



### Bronze award

- Joined: 2005
- University award level: Bronze
- Department award since: April 2014

### Good practice example

*Staff are encouraged to submit an application for promotion for local review against the criteria. All applicants receive constructive feedback from the director.*

## **University of the West of England, Bristol** Departments of Allied Health Professions and Nursing and Midwifery



### Bronze award

- Joined: 2012
- University award level: Bronze
- Department award since: April 2014

### Good practice example

*The recruitment process, which includes provision of information about family life, all staff on panels trained in equality and diversity, and invitations to early career staff to attend presentations on career progression.*

## **University of Warwick**

Department of Computer Science



### **Bronze award**

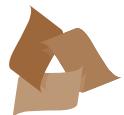
- Joined: 2009
- University award level: Silver
- Department award since: April 2014

### **Good practice example**

*An outreach package, including provision of continuing professional development courses to school teachers and computer science student ambassadors supported by a dedicated staff member.*

## **University of York**

Centre for Health Economics



### **Bronze award**

- Joined: 2005
- University award level: Bronze
- Department award since: April 2014

### **Good practice example**

*Putting the Athena SWAN submission online and surveying to see if staff feel that the submission reflects the culture of the department.*

## **University of York** Environment Department



### Bronze award

- Joined: 2005
- University award level: Bronze
- Department award since: April 2014

### Good practice example

*A transparent and equitable workload model. Workloads are now estimated for all academic staff on an annual basis and the full results and calculation criteria are available to all staff in the department.*

## **University of York** Department of Physics



### Silver award renewal

- Joined: 2005
- University award level: Bronze
- Department award since:  
November 2011

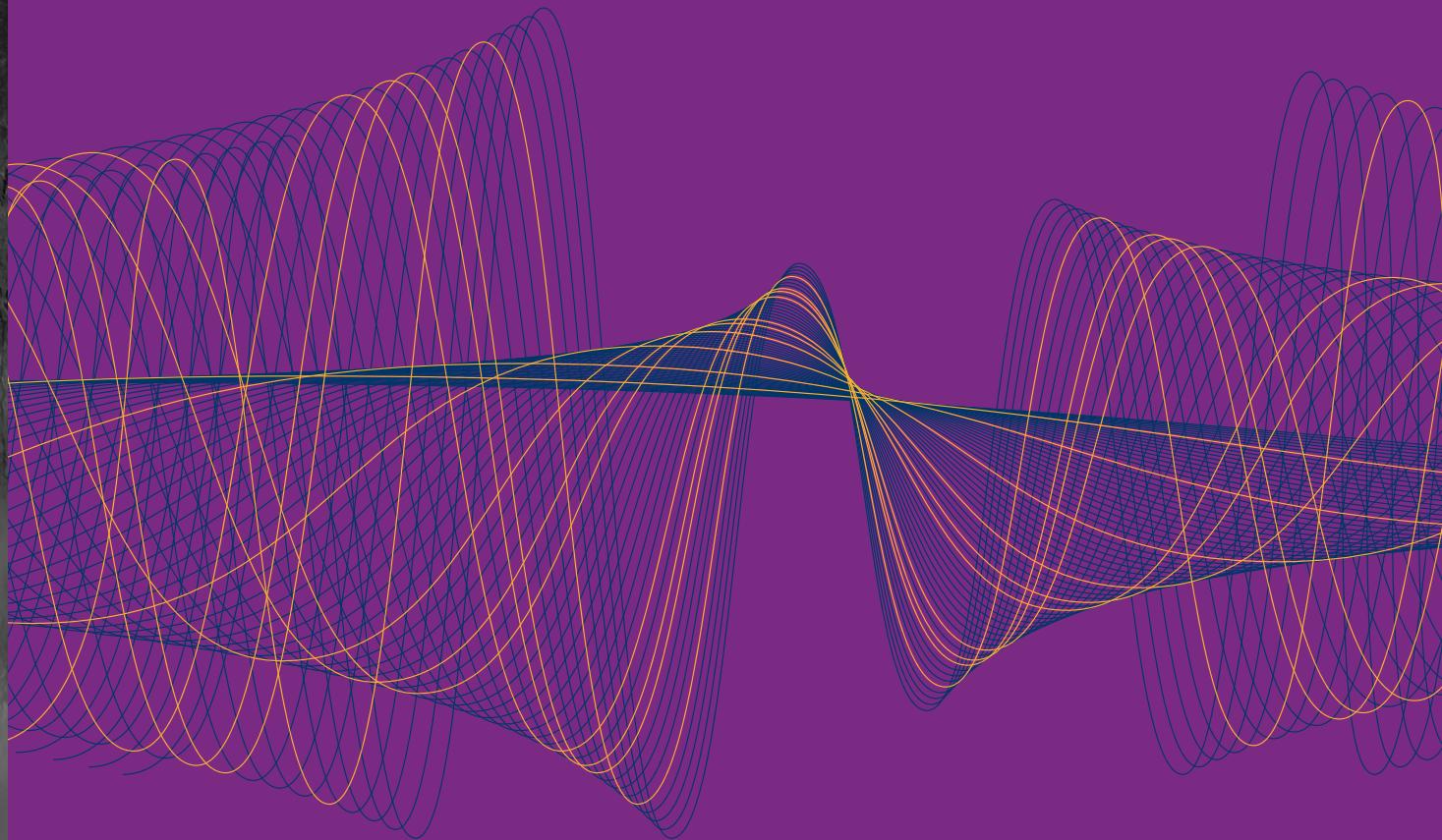
### Good practice example

*The effectiveness of the department's committee is reviewed after two years of operation.*

## ECU's Athena SWAN team

From left to right: Harri Weeks, Dr Emma Steeds, Sarah Dickinson, Dr Ruth E Gilligan, James Lush  
Contact us: [athenaswan@ecu.ac.uk](mailto:athenaswan@ecu.ac.uk)





### Athena SWAN Champions of Science: Professor Karen Holford

*Director, Cardiff school of engineering*

Karen's primary research theme is damage assessment using acoustic emission applied across a range of industrial applications. She is the vice-president (Europe) of the International Society on Acoustic Emission.



**Athena  
SWAN**

Athena SWAN Charter  
Equality Challenge Unit  
7th Floor Queens House  
55/56 Lincoln's Inn Fields  
London WC2A 3LJ