



**Athena  
SWAN**

Charter for women in science  
**Awards April 2013**



**The Athena SWAN Charter recognises  
commitment to advancing women's careers  
in STEMM academia: science, technology,  
engineering, mathematics and medicine.**



Equality Challenge Unit



THE ROYAL  
SOCIETY



**Biochemical Society**  
Advancing Molecular Bioscience



Department  
of Health

The Charter is managed by ECU. It is funded by ECU, the Royal Society, the Biochemical Society and the Department of Health.

[www.athenaswan.org.uk](http://www.athenaswan.org.uk)



## Introduction

The number of successful departments and institutions celebrated in the November 2013 awards illustrates the continuing growth of the Athena SWAN Charter. Panels agreed 90 successful awards out of 114 submissions, and there are now 260 award-holders across the UK. The message that gender equality and women's career progression in STEMM subjects should be an institutional imperative is being heard across the higher education sector, and more and more departments are stepping up to the challenge.

We were delighted to see that this is the case for a growing number of medical schools and clinical departments, which made up 30% of all successful awards in this round. These disciplines also had an above-average success rate of 81%, perhaps due to an increased understanding of the strong foundations required by the Bronze award criteria.

The Department of Business, Innovation and Skills recently announced a £200 million investment in science and engineering teaching in English universities. Funding criteria will require a commitment to gender equality, which, as you will see from this booklet, is certainly something an Athena SWAN award provides.

We would like to thank Imperial College London for hosting this awards ceremony. The department of chemistry at Imperial was successful in gaining the fourth ever Gold award.

### **April 2013 awards in figures**

- 90 award winners
- 69 Bronze
- 20 Silver
- 1 Gold
- 79% success rate

### **Sarah Dickinson**

Athena SWAN Manager  
Equality Challenge Unit



# Programme

|              |  |
|--------------|--|
| <b>10.30</b> | Registration, refreshments, networking and photos                  |
| <b>11.00</b> | Professor Dorothy Griffiths OBE FRSA, Imperial College London      |
| <b>11.10</b> | Professor Dame Julia Higgins FRS FREng, Athena SWAN patron         |
| <b>11.25</b> | David Ruebain, Chief Executive, Equality Challenge Unit            |
| <b>11.40</b> | Awards presentations   |
| <b>12.30</b> | Lunch  |
| <b>13.30</b> | Professor James Stirling CBE FRS, Provost, Imperial College London |
| <b>13.45</b> | Professor Tom Welton FRSC, Imperial College London                 |
| <b>14.00</b> | Awards presentations   |
| <b>14.30</b> | Photographs and further networking                                 |
| <b>15.00</b> | Close  |

Quotes in this booklet have been taken from the university and departmental submission letters.

Good practice examples are drawn from those highlighted by the judging panels.

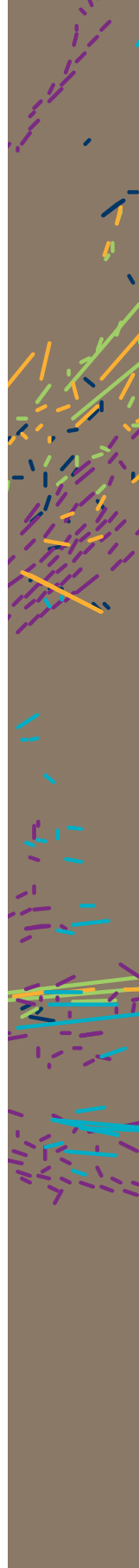


## Speaker and award presenter: Professor Dame Julia Higgins

### **Department of Chemical Engineering, Imperial College London**

Professor Dame Julia Higgins is Emeritus Professor of Polymer Science in the Department of Chemical Engineering at Imperial College London. Her research career has focused on the application of scattering techniques, notably neutron scattering, to the understanding of polymer behaviour.

Dame Julia was chair of EPSRC from 2003 to 2007, and vice-president and foreign secretary of the Royal Society 2001 to 2006. She recently stood down after three years as chair of the Advisory Committee on Mathematics Education, and completed a term as chair of the awards committee and council member of the Royal Academy of Engineering. 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.



## Opening the ceremony: Professor Dorothy Griffiths

### **Business School, Imperial College London**

Dorothy (Dot) Griffiths is Professor of Human Resource Management and Head of Programmes. Dot was formerly Dean of the Business School. She supports the strategic direction of the school and sits on a number of the college's major strategic committees. Dot led the institution's successful bid for a Silver award in November 2012.

Professor Griffiths received a BSc in Sociology from the University of London, and an MSc in the Sociology of Science and Technology from the University of Bath. She joined Imperial College in 1969 and has held visiting positions at a number of other universities.

## Speaker: Professor Tom Welton

### **Department of Chemistry, Imperial College London**

Professor Tom Welton, current Head of the Department of Chemistry at Imperial College London and the world's first Professor of Sustainable Chemistry, began his academic career with a BSc at the University of Sussex. After research positions at the University of Sussex and the University of Exeter he joined Imperial College London in 1993. He took up his role as head of department in 2007.

Tom is the author of over 90 papers, primarily on the structures and chemistry of ionic liquids and their solutes. He was the 2007 RSC Christopher Ingold Lecturer, the 2012 RSC Thomas Graham Lecturer, and the 2011 DFG Paul Walden Lecturer. He is an Honorary Member of the Chemical Society of Ethiopia.



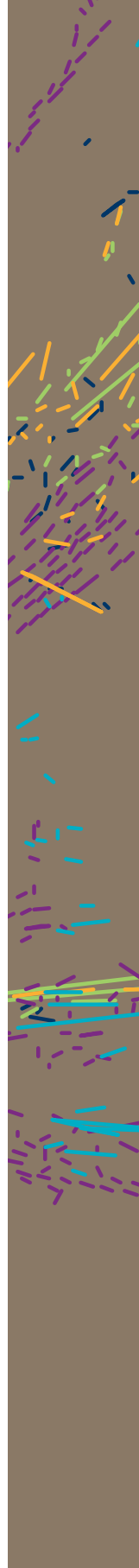
## Speaker:

### Professor James Stirling

#### Provost, Imperial College London

Professor James Stirling CBE FRS became the first Provost of Imperial College London in August 2013. Before joining Imperial, Professor Stirling was the Head of the Cavendish Laboratory at the University of Cambridge, where he moved to take up the Jacksonian Professorship in September 2008 after a 22 year career in Physics, and later as Pro-Vice-Chancellor for Research, at Durham University.

In recognition of his contribution to particle physics research he was elected to the Fellowship of the Royal Society in May 1999. He was awarded a CBE in the 2006 New Years Honours list, for services to science. Stirling's research area is theoretical particle physics. In a research career spanning more than 30 years, he has published more than 300 research papers, including some of the most frequently cited papers in the physical sciences. His particular research interest is particle physics phenomenology – the interface between theory and experiment – and he works closely with experimentalists at research laboratories in Europe and the United States.







## Awards

### Universities

#### Coventry University

Bronze university award

- **Joined:** 2012
- **University Bronze since:** April 2013

*'We have a strong commitment to gender equality, a good set of policies addressing this and other equality issues, and an annual review of staff development and performance outcomes. The discipline derived from holding a Bronze award with your organisation will enhance staff engagement in a way which will be transformational for our organisation.'*

Professor Madeleine Atkins  
Vice-chancellor

**Good practice example:** Athena SWAN is fully embedded within the culture of the institution.

#### De Montfort University

Bronze university award

- **Joined:** 2009
- **University Bronze since:** April 2013

*'I welcome our ongoing work to identify and assess where female staff are underrepresented and underachieving, particularly in science, engineering and technology subjects. Our executive board is committed to making appropriate changes to our policies and practices in order to ensure that all female staff have broad opportunities and appropriate support to advance their careers and achieve a healthy work-life balance.'*

Professor Dominic Shellard  
Vice-chancellor

**Good practice example:** ownership of the process and actions by senior staff across the whole institution.

### University of Essex

Bronze university award

- **Joined:** 2012
- **University Bronze since:** April 2013

*'I am personally committed to improving the gender balance across the university with a particular focus on those areas where the percentage of women is very low as is the case in two of our SET departments, computer science and electronic engineering and mathematical sciences. As vice-chancellor I see it as my role to show clear leadership in this area and, since coming into post, I have ensured our rules for gender parity on appointment panels and that issues affecting the performance of women, such as maternity leave, have been taken into account in promotions committees.'*

Professor Anthony Forster  
Vice-Chancellor

**Good practice example:** day nursery and sports centre offer holiday clubs during school holidays.

### Heriot-Watt University

Bronze university award

- **Joined:** 2005
- **University Bronze since:** April 2013

*'We require real culture change to make an impact and embed the Athena SWAN principles throughout the university. I see Athena SWAN as a vehicle for that culture change as the Athena SWAN principles highlight the right things to do to support women in STEM.'*

Professor Steve Chapman  
Principal and vice-chancellor

**Good practice example:** mentoring arrangements are discussed during recruitment and attempts are made to match women with positive female role models.

### King's College London

Bronze university award renewal

- **Joined:** 2005
- **University Bronze since:** 2008

*'The focus of this submission is to demonstrate that, realising where we are and how much remains to be done at every level of the institution, we have an action plan that will enable us to understand better the problems we face and address effectively the fundamental issue of underrepresentation of women academics in STEMM subjects.'*

Professor Sir Richard Trainor  
Principal

**Good practice example:** parenting and childcare webpages, guidance for managers and staff taking career breaks, and a maternity buddying scheme.

### Sheffield Hallam University

Bronze university award renewal

- **Joined:** 2008
- **University Bronze since:** 2010

*'Athena SWAN actions have been embedded into the work of our central teams as normal business practice and now inform strategic priorities at faculty and corporate level. Through the provision of ear-marked and sustained funding, we have stream-lined all data gathering and reporting processes, and have improved our structures to ensure a clear flow of information and accountability'*

Professor Philip Jones  
Vice-chancellor

**Good practice example:** head-hunters are instructed to ensure a diverse pool of applicants for senior posts.

### University of Stirling

Bronze university award

- **Joined:** 2011
- **University Bronze since:** April 2013

*'The University of Stirling is dedicated both to the pursuit of academic excellence, and to equality of opportunities and outcomes for our staff and students. We are thoroughly committed to Athena SWAN, which we believe will help us to maximise the talent available to us, contributing to the achievement of excellence whilst ensuring that our staff achieve their potential.'*

Professor Gerry McCormac  
Principal and Vice Chancellor

**Good practice example:** new equalities steering group.

### University of Warwick

Silver university award

- **Joined:** 2009
- **University Bronze since:** 2010
- **University Silver since:** April 2013

*'We are confident that the university has made a step change since our Bronze award submission and hope that the evidence provided herewith meets the requirements for a Silver award, confirming the university's commitment to improving the support of academic career development for women and providing recognition of the depth and breadth of success achieved across the university in providing a platform for ongoing innovation in this regard.'*

Professor Nigel Thrift  
Vice-chancellor

**Good practice example:** internal Athena SWAN network group meets monthly and updates departments on current initiatives and shares best practice and progress on activities.

## University of the West of England, Bristol

Bronze university award

- **Joined:** 2012
- **University Bronze since:** April 2013

*'University of the West of England's Single Equality Scheme works to incorporate equality and diversity into all aspects of the university. We believe that involvement in Athena SWAN supports University of the West of England in working towards this goal.'*

Professor Steve West  
Vice-chancellor and CEO

**Good practice example:** women in research mentoring scheme is successful and activity is recognised in the workload model.

## University of Wolverhampton

Bronze university award

- **Joined:** 2010
- **University Bronze since:** April 2013

*'This application is well timed as the university is intent on advancing equality and diversity as mainstream activity. One of our core values outlined in the strategic plan (2012–2017) is that of inclusivity and fairness. This is underpinned by the university's single equality scheme which includes an equality priority relating to women's research careers.'*

Professor Geoff Layer  
Vice-chancellor

**Good practice example:** the women in research forum and leading lights lecture series.

# Awards

## Departments

### University of Birmingham School of Biosciences

Bronze department award

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

*'Gender equality is just one aspect of a greater equality and diversity agenda to which we are committed, and it is especially appropriate that a school of biosciences should be positioned at the vanguard. Put simply, we need movements such as Athena SWAN to catalyse the change required for us to be fit for purpose.'*

Professor Steve Busby  
Head of school

**Good practice example:**  
procedures to support pregnant undergraduates.

### University of Birmingham School of Chemistry

Bronze department award

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

*'Over the next few years we will endeavour to build the Athena SWAN principles into the psychological fabric of the school of chemistry, as we strive toward the Silver and Gold awards, in order to enhance the environment in which we work, to ensure equality is at the centre of everything that we do, whether that be age, gender, ethnicity, creed or health.'*

Professor Jon A Preece  
Head of school

**Good practice example:** core  
hours of 9.30–15.00.

**University of Birmingham**  
School of Civil Engineering

Bronze department award

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

*'The school of civil engineering places a strong emphasis on the fair and equitable treatment of staff and students at all levels, and hence embraces the principle and practices of the Athena SWAN Charter. As with many schools in our area we are working from a low base in terms of numbers of female staff and students, but there is willingness and desire to bring about real change in the procedures and processes which operate in the school to promote greater gender equality.'*

Professor M Sterling  
Head of school

**Good practice example:** all social gatherings held at lunchtime.

**University of Birmingham**  
School of Mathematics

Bronze department award

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

*'The introduction of the 'women leading in mathematics and science' lecture series for undergraduate students has brought some inspiring lectures to the school as well as useful networking opportunities.'*

Dr Paul Flavell  
Head of school

**Good practice example:** the mid-week morning coffee break for all staff, attended by the head of school.

**University of Bristol**  
School of Clinical Sciences

Bronze department award

- **Joined:** 2005
- **University award level:** Bronze
- **Department Bronze:** April 2013

*'Since it was created in August 2010, the school's managerial structures and ethos have been designed to emphasise equality of opportunity, helping all staff to maintain excellence and fully develop their careers. Supporting and encouraging women at all levels to aspire to success and to apply for key roles within the school and the wider university have been crucial elements of achieving this aim.'*

Professor Tim J Peters  
Head of school

**Good practice example:** a seminar series had been moved as a result of consultation, and a new one is planned with a focus on attracting high profile female speakers.

**University of Cambridge**  
School of Clinical Medicine

Silver department award

- **Joined:** 2005
- **University award level:** Bronze
- **Department Silver:** April 2013

*'When I began my tenure as head of school in October 2012, I was immediately impressed not only with the level of equality awareness in the school, and with the variety of initiatives and activities that had been introduced during the preceding several years, but also with the degree of engagement with Athena SWAN at all levels across the school.'*

Professor Patrick Maxwell  
Head of school

**Good practice example:** termly events to support women, including CV surgeries for academic trainees.



## University of Cambridge Department of Engineering

Bronze department award

- **Joined:** 2005
- **University award level:** Bronze
- **Department Bronze:** April 2013

*'I am very pleased that already this year we have had two women be successful in lectureship competitions. There is much more to do and the Athena SWAN Self-Assessment Team has identified ways in which we can move forward. The Women in Engineering Forum and website are proving to be one of the key sources of information and inspiration.'*

Professor Dame Ann Dowling  
Head of department

**Good practice example:** a mentor from outside the management chain is assigned to each newly appointed member of academic staff.

## University of Cambridge Department of Physics

Silver department award renewal

- **Joined:** 2005
- **University award level:** Bronze
- **Department Silver:** 2010

*'Our commitment to address the historic disadvantage suffered by women in science benefits all aspects of our programme. The action plan presented in our application will be adopted as a high priority by the new management team and I look forward to helping the department reach its targets.'*

Professor MA Parker  
Head of department

**Good practice example:** a strong career development programme.

**University of Cambridge**  
Department of Veterinary Medicine

Bronze department award

- **Joined:** 2005
- **University award level:** Bronze
- **Department Bronze:** April 2013

*'I am writing in the strongest possible support of this department's application to Athena SWAN for a Bronze award. The University of Cambridge and its vice-chancellor are fully committed to eradicating gender inequalities and to ensuring that women in science are properly represented. I am a strong supporter of this agenda and am taking practical steps to bring these aims to fruition.'*

Professor Duncan Maskell  
Head of department

**Good practice example:** support mechanisms in place for female students who take a period of maternity leave.

**Cardiff University**  
School of Pharmacy and  
Pharmaceutical Sciences  
Silver department award

- **Joined:** 2006
- **University award level:** Bronze
- **Department Silver:** April 2013

*'I am keenly aware of the essential roles played by women in the school's scientific, professional and educational missions. Women staff are role models for males and females embarking on careers in pharmacy. The success of this school depends on its female staff and I am deeply committed to Athena SWAN values, namely those of a humane working environment, of benefit to all staff.'*

Professor Gary F Baxter  
Head of school

**Good practice example:** postdocs have an opportunity to spend 20 per cent of their time on independent research and taking a more active part in teaching.



## Cardiff University School of Psychology

### Bronze department award

- **Joined:** 2006
- **University award level:** Bronze
- **Department Bronze:** April 2013

*'I am committed to promoting fairness and equality of opportunity in our school, and a key element of this is ensuring our female staff and students can fulfil their potential. Our responsibilities for promoting women in science extend to postgraduate and undergraduate students. We have also changed staff teaching commitments so that our female academic staff are visible at all levels of our degree schemes.'*

Professor Ed Wilding  
Head of school

**Good practice example:** school sets funds aside to cover costs associated with leave, and this can extend into post-leave periods.

## Durham University Department of Psychology

### Silver department award

- **Joined:** 2010
- **University award level:** Bronze
- **Department Silver:** April 2013

*'Coming from a dual career family, including two daughters shortly to enter the employment market, I am fully alive to issues of gender and the need for all women to be able to achieve their full potential in their careers. I first became aware of Athena SWAN at a faculty of science event in 2010 and it was immediately apparent to me that it would be of benefit to our department, scientific endeavour and society.'*

Professor Charles Heywood  
Head of department

**Good practice example:** staff identify that promotion system is clearly articulated and blind to age and gender.

**University of East Anglia**  
School of Biological Sciences

Bronze department award

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

*'Our data demonstrates that the transition to a faculty position is a barrier that men are more likely to traverse than women. These discussions within the school have heightened awareness of the importance of Athena SWAN and we have been able to take advantage of the application process as a way to focus our thinking and take it forward to concrete actions.'*

Professor Dylan R Edwards  
Head of school

**Good practice example:** an engagement tracker, staff survey at promotional level and an on-campus family room.

**University of East Anglia**  
School of Pharmacy

Bronze department award

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

*'I have been puzzled and frustrated by the difficulties faced by women in a society that should be blind to gender or differences. This is particularly jarring in an academic setting, where equality in thought and action should be the norm, so it is immensely pleasing to see the change occurring throughout the sector. I would like to see the school of pharmacy leading in this and setting the standards not only for pharmacy but for all academic science departments.'*

Professor Mark Searcey  
Head of school

**Good practice example:** strong undergraduate support, using senior female staff members from outside the department.

**University of Edinburgh**  
School of Engineering

Bronze department award

- **Joined:** 2005
- **University award level:** Bronze
- **Department Bronze:** April 2013

*'I am delighted that this school has such a strong interest in equality issues for women in engineering, and this from a wide range of staff, male and female; indeed the ASSET team was but a small subset of those who wished to be involved.'*

Professor Hugh McCann  
Head of school

**Good practice example:** as a result of the findings of focus groups, discussion of promotion during the appraisal is mandatory.

**University of Edinburgh**  
School of GeoSciences

Bronze department award

- **Joined:** 2005
- **University award level:** Bronze
- **Department Bronze:** April 2013

*'Engaging with the Athena SWAN process has provided an ideal framework for further developing around this theme. We are using the opportunity to not only explore and improve the ways in which we support and promote the contributions of women in SET, but to use these same principles to enhance our awareness of opportunities for improvement across the spectrum of equality and diversity.'*

Professor Sandy Tudhope  
Head of school

**Good practice example:** annual review of CVs is being put in place.

**University of Edinburgh**  
School of Informatics

Silver department award

- **Joined:** 2005
- **University award level:** Bronze
- **Department Silver:** April 2013

*'The Athena SWAN process has been helpful to the school in providing us with a stimulus to review and improve our approach to gender equality in the context of a broader approach that we have nurtured in the school since its inception.'*

Professor Dave Robertson  
Head of school

**Good practice example:** school supports the 'student-hoppers' female students network.

**University of Edinburgh**  
School of Mathematics

Bronze department award

- **Joined:** 2005
- **University award level:** Bronze
- **Department Bronze:** April 2013

*'The (Athena SWAN) application provides a timely survey of many aspects of the school's activities and life and presents a good first attempt at identifying shortcomings and steps to address these. In this regard the London Mathematical Society's Advancing women in mathematics report also presents a variety of helpful ways to address the shortcomings that we and many other mathematics departments have.'*

Professor Harry W Braden  
Head of school

**Good practice example:** each new member of the school has a mentor for their first two years.

### University of Exeter

College of Life and Environmental Sciences (Penryn)

Bronze department award

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

*'This is an opportunity not only to do the right thing, but to also have an incredibly positive impact and lasting legacy on gender equality within the department and university. I see it as my personal responsibility to create a supportive and flexible culture and environment for all staff and students.'*

Professor David Hosken  
Head of CLES Cornwall

**Good practice example:** review of publications.

### University of Exeter

Exeter Medical School

Bronze department award

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

*'I have ensured that the Athena SWAN principles are central to the school's development, so that we can reflect on current practice, assess our staff and student needs, extend best practice and make changes where needed.'*

Professor Steve Thornton  
Dean of school

**Good practice example:** focus groups used to explore discrepancy in promotion rate and many positive actions put in place.

## Imperial College London

### Department of Chemistry

Gold department award

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

*'I am pleased to say that we have made huge advances. Of course there is much more that can be done. This can never be something that can be 'finished', nor is there any such thing as perfect. The department will always have to question itself and adapt to changing environments, but the Athena SWAN process will help to ensure that people are at the centre of our decision making.'*

Professor Tom Welton  
Head of department

**Good practice example:**  
mentoring is rewarded in the promotions process.

## Keele University

School of Medicine and Institute for Science and Technology in Medicine  
Bronze department award

- **Joined:** 2005
- **University award level:** Bronze
- **Department Bronze:** April 2013

*'The department is on an exciting journey. We have learned a lot to support further implementation of the project. Of prime surprise to us was the underlying, previously unvoiced, issues staff were experiencing. It emphasises to us the importance of Socrates' observation: 'the unexamined life is not worth living'. Just examining our joint department culture has opened doors and set us on a new trajectory. We thank Athena SWAN for this opportunity.'*

Professor Val Wass  
Head of school  
Professor Alicia J El Haj  
Institute director

**Good practice example:** phased return after maternity leave.



**Keele University**  
School of Psychology

Bronze department award

- **Joined:** 2005
- **University award level:** Bronze
- **Department Bronze:** April 2013

*'I am committed to ensuring that our recruitment of female students is in line with or even above national figures and as such I am keen both to monitor our figures and – as the action plan details – to take more proactive steps such as surveying our students to ensure we are doing everything we can to provide an environment in which female students can thrive.'*

Professor Michael Murray  
Head of school

**Good practice example:** peer e-mentoring scheme for students.

**Keele University**  
Research Institute for Primary Care and Health Sciences

Silver department award

- **Joined:** 2005
- **University award level:** Bronze
- **Department Silver:** April 2013

*'The Athena SWAN process has encouraged us to formalise working practices that support women, and to make systems more transparent, explicit and better understood. Staff across all grades and disciplines are now able to understand and make use of these supportive procedures.'*

Professor Elaine Hay, MD FRCP  
Director of the institute

**Good practice example:** processes for overview of appraisals.

**Lancaster University**  
Lancaster Environment Centre

Bronze department award

- **Joined:** 2007
- **University award level:** Bronze
- **Department Bronze:** April 2013

*'We have spent much time since 2008 developing an inclusive, equal and supportive culture across our large and varied staff and student cohorts. We welcome the structure of the Athena SWAN scheme as it enables us to make championing of women's science careers ever more explicit in our policies and culture.'*

Professor Kevin C Jones  
Head of department

**Good practice example:** 'making fellows' workshop has led to two female participants who would otherwise not have considered this option applying for fellowships.

**University of Leeds**  
Faculty of Engineering

Bronze department award

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

*'I believe that since the university's Bronze award in 2009, the faculty of engineering has made excellent progress towards the increasing female participation and representation at all levels, from undergraduate student through to professor. We have achieved this by embracing the university's action plan and by adding our own specific activities and actions to it.'*

Professor Peter Jimack  
Dean of faculty

**Good practice example:** changing the job title of senior lecturer to associate professor.

## University of Leeds School of Medicine

Bronze department award

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

*'The school has made major strides in increasing the number of women in senior academic management roles. Critical to continuing this process of increasing the number of female leaders will be the ongoing development of the school's leadership capacity within its low and middle-grade women academics, which our action plan seeks to address. The Athena SWAN project has acted as a catalyst across the school's institutes to review current employment practices and commitment to equality and diversity for all.'*

Professor David Cottrell  
Dean of medicine

**Good practice example:** workshops specifically aimed at women include 'me not we' to help women promote themselves as individuals.

## University of Leicester Department of Cardiovascular Sciences

Bronze department award

- **Joined:** 2006
- **University award level:** Bronze
- **Department Bronze:** April 2013

*'What has become abundantly clear from the 15 month self-assessment and the staff survey that we carried out in preparation for this application and from talking to department heads in other institutions with higher Athena SWAN awards is that we can and must do much better in supporting our female academics.'*

Professor Nilesh J Samani  
Head of department

**Good practice example:** the departmental executive directly reviewing the position of all staff members to identify individuals for consideration for promotion.

**University of Leicester**  
**Department of Chemistry**

**Bronze department award**

- **Joined:** 2006
- **University award level:** Bronze
- **Department Bronze:** April 2013

*'Since the main point of attrition of women in our department is the progression from postdoctoral research associates to academic staff, we realise that action must be taken to support the careers of women in their late 20s and early 30s. We are committed to delivering the necessary change of culture to improve the gender balance amongst research and academic staff and allocation of teaching/administrative duties takes explicit account of supporting the careers of female staff.'*

Professor Andy Abbott  
Head of department

**Good practice example:** special circumstances taken into account in promotion, mirroring REF.

**University of Leicester**  
**Department of Computer Science**

**Bronze department award**

- **Joined:** 2006
- **University award level:** Bronze
- **Department Bronze:** April 2013

*'Unfortunately, as is the case for computer science generally, women are still significantly underrepresented at all levels, from undergraduate students to senior academics. We need to attract and retain the best talents of the whole population, including women. I strongly believe in the principles promoted by the Athena SWAN Charter and have been an active member of the self assessment team.'*

Professor Thomas Erlebach  
Head of department

**Good practice example:** individuals can be nominated for promotion by the head of department who oversees the compulsory annual appraisal meeting.

**University of Leicester**  
Department of Health Sciences

Silver department award

- **Joined:** 2006
- **University award level:** Bronze
- **Department Silver:** April 2013

*'Since its inception in 2003, the department has strived to ensure that it provides an attractive, fair and equality driven environment for all members to pursue their careers in a range of scientific disciplines. Involvement in the Athena SWAN initiative has enabled us to focus on issues of gender equality, identifying progress achieved and challenges for the future.'*

Professor Andrew Wilson  
Head of department

**Good practice example:** gender balance among 'super seminars' speakers.

**University of Liverpool**  
Institute of Ageing and Chronic Disease

Bronze department award

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

*'The institute and its constituent departments are fully committed to promoting gender equality in all activities. In recruiting researchers and academic staff we stress the supportive nature of the working environment that we offer and the flexible family support that the university provides. Our future progress will be steered and monitored by our Athena SWAN working group of which I am a member.'*

Professor Malcolm J Jackson  
Head of department

**Good practice example:** after returning from maternity leave, staff are given priority for research support budget pump-priming grants.

**University of Liverpool**  
Institute of Learning and Teaching

Bronze department award

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

*'I serve as the academic champion for Athena SWAN on the faculty executive team, and the faculty management team. In this role I ensure that Athena SWAN issues are kept on the agenda of both meeting groups for reporting and discussion.'*

Eileen Thornton  
Head of institute

**Good practice example:** special consideration to meetings not being held in school holidays.

**University of Manchester**  
School of Chemistry

Silver department award

- **Joined:** 2008
- **University award level:** Bronze
- **Department Bronze:** 2011

*'Our staff is our most important asset in achieving this vision and we support them by regularly reviewing performance and providing training and development. Female staff are a vital part of the school and cannot be underrepresented.'*

Professor J C Whitehead  
Head of school

**Good practice example:** website features 'student spotlights' with a mix of men and women from different backgrounds talking about their experiences in the school.



## University of Manchester School of Dentistry

Bronze department award

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

*'It is since being involved with Athena SWAN that I have thought a lot more about career options in dentistry and the routes that women tend to pursue. We are well aware of work-life balance issues both for men and women, and try to always accommodate these as best we can within clinical constraints. I believe we have a good starting point, albeit the self-assessment process has identified a number of issues that we need to address.'*

Professor Iain Mackie  
Head of School

**Good practice example:** job advertisements include reference to flexible working options.

## University of Manchester School of Medicine

Bronze department award

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

*'I wholeheartedly support the proposed Athena SWAN actions described in this application, which aim to ensure that best practice is applied across the whole school of medicine. This will not only benefit women but all colleagues regardless of background, gender or ethnicity.'*

Professor Ian Jacobs  
Dean and head of school

**Good practice example:** parents supported to share dual parenting leave.

**University of Manchester**  
School of Nursing, Midwifery and  
Social Work

Bronze department award

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

*'Since commencing the journey for the Athena SWAN Bronze award, we have become more aware of gender-related and family issues especially in respect of retention and promotion. We have always been good in our compliance with university-wide equality and diversity policies. However, we can now see that there is a need to promote their provisions to staff, rather than only be compliant with them.'*

Professor Karen A Luker  
Head of school

**Good practice example:** the self-assessment process was very highly commended.

**University of Manchester**  
School of Psychological Sciences

Bronze department award

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

*'The Athena SWAN self-assessment team has demonstrated that the school wishes to continue promoting women in science and providing our staff with the best possible career development opportunities at the same time ensuring that they enjoy a good work-life balance. Personally, I am deeply committed to promoting the principles of Athena SWAN for our school.'*

Professor Rachel Calam  
Head of school

**Good practice example:** submission was circulated to staff and postgraduate research students in the school for critical review.



## University of Nottingham School of Chemistry

### Bronze department award

- **Joined:** 2005
- **University award level:** Silver
- **Department Bronze:** April 2013

*'I recognise that the school will only reach its full potential across the full spectrum of its activities if it benefits from the skills and abilities of all staff and students, irrespective of gender, background and circumstances, and if it is an attractive working environment. Our engagement with the Athena SWAN Charter, and with the full breadth of equality and diversity issues in the workplace, has led to the implementation of a range of measures that are having a significant impact in enabling this cultural shift to gain momentum.'*

Professor Mark Searle  
Head of school

**Good practice example:** career break scheme.

## University of Nottingham School of Computer Science

### Bronze department award

- **Joined:** 2005
- **University award level:** Silver
- **Department Bronze:** April 2013

*'Rebalancing gender at higher grades will take time but is a crucial goal for the school. We will identify areas of good practice in other STEM schools, both in Nottingham and elsewhere that we can learn from. As the school develops we hope to be able to challenge ourselves further and identify innovative ways forward.'*

Professor Uwe Aickelin  
Head of school

**Good practice example:** outreach fully integrated into workload model and appraisal.

## University of Nottingham School of Geography

Bronze department award

- **Joined:** 2005
- **University award level:** Silver
- **Department Bronze:** April 2013

*'The school of geography is absolutely committed to providing a collegiate and supportive working environment for all staff and has at its heart a strong belief that gender is never a barrier to success for both students and staff across all grades and job families. The foundations of the Athena SWAN programme are absolutely central to the future academic and strategic aims of the school.'*

Professor Louise Crew  
Acting head of school

**Good practice example:** staff know they can work from home one day a week without a formal arrangement.

## University of Nottingham School of Health Sciences

Bronze department award

- **Joined:** 2005
- **University award level:** Silver
- **Department Bronze:** April 2013

*'The school's mission is that nursing, midwifery and physiotherapy practice is underpinned by a strong academic base providing the best possible evidence, generated from well-designed research that makes a difference to people's health, wellbeing and quality of life. My school recognises that this mission will not be achieved without a sustained programme of activities that address gender inequalities, changes our culture and attitudes to tackle these inequalities and makes this visible to all in our everyday practice.'*

Professor Patrick Callaghan  
Head of school

**Good practice example:** proposal to identify potential research staff among students and then mentor them.

**University of Nottingham**  
Division of Otorhinolaryngology

Silver department award

- **Joined:** 2005
- **University award level:** Silver
- **Department Silver:** April 2013

*'The division is fully committed to the principles of Athena SWAN and so am I, as one of the heads of that division. There has been intensive reflection about how we could make further improvements to our working practices and culture. We believe we have developed a challenging action plan and are confident this will result in an even more cohesive and equitable working environment for all our colleagues in the division.'*

Professor Deborah Hall  
Head of division

**Good practice example:** case studies from female staff to demonstrate how they are supported with their career development and balancing work and home life.

**University of Oxford**  
Department of Cardiovascular  
Medicine

Bronze department award

- **Joined:** 2005
- **University award level:** Bronze
- **Department Bronze:** April 2013

*'My department is fully committed to ensuring the career development of our women scientists and clinicians. I wholeheartedly endorse the plans and aspirations in the application, and am committed to ensuring that the Athena SWAN principles, and our action plan, are embedded in the culture of the department and implemented in our activities and initiatives.'*

Professor Hugh Watkins  
Head of department

**Good practice example:** the department provides funding to bridge individuals between fixed-term contracts.

**University of Oxford**  
**Mathematical Institute**

**Bronze department award**

- **Joined:** 2005
- **University award level:** Bronze
- **Department Bronze:** April 2013

*'Integrating the Athena SWAN action plan into our strategic vision for the department as it is unified in our new building this summer has formed the basis for structural changes that will have lasting benefits. Through Athena SWAN, I will ensure the department strives to put effective plans in place to recruit, retain and maximise the potential of female mathematicians for the future, not just for Oxford mathematics but for the UK in general.'*

Professor Sam Howison  
Chairman of Mathematics

**Good practice example:** Athena SWAN webpages.

**University of Oxford**  
**National Perinatal Epidemiology Unit**

**Silver department award**

- **Joined:** 2005
- **University award level:** Bronze
- **Department Silver:** April 2013

*'I believe that many aspects of both the working and social culture of the NPEU is already congruent with the principles of the Athena SWAN Charter. We are fortunate in the NPEU to have several senior female role models. However, this is clearly not enough. We have identified actions which we need to carry out and then monitor to ensure that we truly provide equal opportunities to enable all our staff to flourish.'*

Professor Jennifer J Kurinczuk,  
Director of the unit

**Good practice example:** established researchers involve earlier career researchers in grant application process by naming co-applicants and/or through shadowing.

**University of Oxford**  
Nuffield Department of Medicine

Bronze department award

- **Joined:** 2005
- **University award level:** Bronze
- **Department Bronze:** April 2013

*'In retaining and developing this diversity, the inspiration, support, mentorship, career development and appointment of female doctors and scientists at all levels is absolutely central to our strategy. There is a pressing urgency, as the demography of medical science shifts radically towards increasing popularity as a career choice for women. I seek to position NDM at the forefront of this change, and to capitalise on it by being the first choice for ambitious female biomedical researchers to base their careers.'*

Professor Peter Ratcliffe  
Head of department

**Good practice example:** jobs don't have to be advertised externally if expertise is available in the department.

**University of Oxford**  
Nuffield Department of Obstetrics and Gynaecology

Bronze department award

- **Joined:** 2005
- **University award level:** Bronze
- **Department Bronze:** April 2013

*'To achieve our individual and collective goals, it is clear that we must strive to create a working environment that allows all members of the department to fulfil their potential. However, this has not been a departmental priority in the past, which is why the Athena SWAN process offers such an important opportunity to change the department for the better.'*

Professor Stephen Kennedy  
Head of department;

**Good practice example:** all staff were invited to provide input to the action plan, based on their interpretation of the staff survey findings and any other observations.

**University of Oxford**  
Department of Paediatrics

Bronze department award

- **Joined:** 2005
- **University award level:** Bronze
- **Department Bronze:** April 2013

*'Engagement in the Athena SWAN process has provided for the first time all members of the department to participate in a full and frank exchange about their working conditions and lessons have been learned from this which we intend to take forward to further improve work experience.'*

Dr Peter B Sullivan  
Head of department

**Good practice example:** all committee meeting minutes are published on the new departmental SharePoint.

**University of Oxford**  
Department of Physiology,  
Anatomy and Genetics  
Bronze department award

- **Joined:** 2005
- **University award level:** Bronze
- **Department Bronze:** April 2013

*'The analysis contained within our Athena SWAN application demonstrates that women are significantly underrepresented in our more senior positions. This must be a serious matter of concern for any society that believes in and promotes equal opportunities for all, regardless of their personal characteristics. We have a strong action plan to work on and I hope this will help us to develop a heightened awareness of, and sensitivity towards, issues of equal opportunity for women in all areas of departmental activity.'*

Professor Peter A Robbins  
Head of department

**Good practice example:** selection panels must include at least one female member of staff, and are always monitored by a representative from HR.

**University of Oxford**  
Department of Psychiatry

Bronze department award

- **Joined:** 2005
- **University award level:** Bronze
- **Department Bronze:** April 2013

*'The process has identified several areas where we still need to do more, most notably the lack of senior female staff within the department, a problem which has a number of significant consequences (eg the underrepresentation of female staff members of departmental committees), and the need for us to develop our career development programme. The department recognises the need to do more and is rising to the challenge'*

Professor John Geddes  
Head of department

**Good practice example:** the maternity buddies system within a strong maternity package.

**University of Oxford**  
Nuffield Department of Surgical Sciences

Bronze department award

- **Joined:** 2005
- **University award level:** Bronze
- **Department Bronze:** April 2013

*'Open and extensive exchange of views have allowed us to identify specific areas for improvement and formulate an exciting action plan, which will continue to drive the department to improved levels of equality and transparency, and allow us to rise to the challenges posed by surgical practice and science for women. We aim to support female surgical trainees and allow them to progress in their specialty of choice.'*

Professor Freddie Hamdy  
Head of department

**Good practice example:** department responded to poor induction figures, and this is now routinely conducted for all departmental appointments, with 94% finding this useful.

**Queen Mary, University of London**  
**Barts and the London School of**  
**Medicine**

Bronze department award

- **Joined:** 2005
- **University award level:** Bronze
- **Department Bronze:** April 2013

*'The school has built upon a strong foundation of best practice for career development and we enjoy the friendly and supportive environment it offers. We see Athena SWAN as a means to extend our continuing commitment to the role of women in all aspects of medical practice and research.'*

Professor Richard Trembath  
Executive dean for the school

**Good practice example:** fair selection training course re-run as a refresher.

**Queen Mary, University of London**  
**School of Biological and Chemical**  
**Sciences**

Silver department award

- **Joined:** 2005
- **University award level:** Bronze
- **Department Silver:** April 2013

*'My partner is an academic and I have two teenage children, and I have seen first-hand the problems that are faced by parents in general and women in particular in developing careers in academia. My feeling is that we should encourage all staff to flourish and that success should be blind to gender. With this in mind I have personally engaged in the Athena SWAN process and have been a member of the SBCS self-assessment team since its inception.'*

Professor Matthew Evans  
Head of school

**Good practice example:** three routes for promotion based on research, teaching or 'enabling activities', or a combination of these.



**Queen Mary, University of London**  
School of Mathematical Sciences

Bronze department award

- **Joined:** 2005
- **University award level:** Bronze
- **Department Bronze:** April 2013

*'I work to encourage women to participate in mathematics. This must start early and this is why the school actively engages in outreach activities. I am determined that the school also plays a significant role in increasing the number of women working in mathematics related jobs.'*

Professor Boris Khoruzhenko  
Head of school

**Good practice example:** induction buddies and mentors as part of a large suite of support for staff.

**Queen's University Belfast**  
School of Mathematics and Physics

Silver department award

- **Joined:** 2005
- **University award level:** Silver
- **Department Bronze:** 2011

*'Our recent success both in terms of the recruitment of female staff, staff appraisal and the promotion exercise, along with the developments for supporting our current undergraduate and postgraduate population and new student recruitment initiatives, all provide evidence of our sustained commitment as a school to the Athena SWAN Charter.'*

Professor Francis Keenan  
Head of school

**Good practice example:** logos (Athena SWAN and *Times* Top 50 employers for women) used on adverts.

### University of Reading

School of Psychology and Clinical  
Language Sciences

Bronze department award

- **Joined:** 2007
- **University award level:** Bronze
- **Department Bronze:** April 2013

*'We are rightly proud of our friendly and collegiate culture, a feature which is regularly noted by visitors to the school. Since many of our visitors are women, this allows us to disseminate our strong support for female academics more widely.'*

Professor Patricia Riddell  
Head of department

**Good practice example:** good culture around flexibility.

### Royal Holloway, University of London

Department of Computer Science

Bronze department award

- **Joined:** 2009
- **University award level:** Bronze
- **Department Bronze:** April 2013

*'I am whole heartedly committed to upholding the six principles of the Athena SWAN Charter, which I see as a way of encouraging good practice that will benefit all staff across the whole range of academic and research posts, as well as our students at all levels.'*

Professor José Luiz Finadeiro  
Head of department

**Good practice example:** shortlisting and interview panels include at least one female academic.



### University of Sheffield

#### Department of Civil and Structural Engineering

##### Bronze department award

- **Joined:** 2009
- **University award level:** Bronze
- **Department Bronze:** April 2013

*'I welcome the proposal to formalise and properly embed this practice into the 'DNA' of the Department, via a new Promotions and Advancement Panel. and I am committed to ensuring that female members of the Department have the opportunity to flourish in a supportive environment, and to reach their full potential.'*

Professor Harm Askes  
Head of department

**Good practice example:** the number of good initiatives in place for flexible working and career breaks.

### University of Sheffield

#### Department of Computer Science

##### Bronze department award

- **Joined:** 2009
- **University award level:** Bronze
- **Department Bronze:** April 2013

*'We are also working hard to ensure a better representation in all areas of our work. I am particularly proud of a number of aspects. Firstly, on a purely metric-based approach, numbers of women lecturers and senior lecturers in our department are at their highest ever – almost reaching parity.'*

Professor John Derrick  
Head of department

**Good practice example:** three-year reduction in teaching for new lecturers.

**University of Sheffield**  
Department of Human  
Communication Sciences  
Bronze department award

- **Joined:** 2009
- **University award level:** Bronze
- **Department Bronze:** April 2013

*'As a female head of the department I am delighted to be involved in this initiative and am confident that it will enhance the careers of female staff in the future. I am fully supportive of the aims of Athena SWAN and am committed to working on the action plan developed by the self-assessment group, of which I am a member.'*

Professor Shelagh Brumfitt  
Head of department

**Good practice example:** 56 per cent of staff working flexibly.

**University of Sheffield**  
Department of Materials Science  
and Engineering  
Bronze department award

- **Joined:** 2009
- **University award level:** Bronze
- **Department Bronze:** April 2013

*'The department is committed to creating a thriving and supportive environment that attracts women at all levels, and which enables all our women to progress to the best of their abilities. Over the last two years, we have recognized the need to accelerate actions to improve the support for and number of female staff and researchers'*

Professor Mark Rainforth  
Head of department

**Good practice example:** meeting days rotated to allow part-time staff to attend.



## University of Sheffield Medical School

### Silver department award

- **Joined:** 2009
- **University award level:** Bronze
- **Department Silver:** April 2013

*'The medical school has worked for a number of years to improve the career trajectories of women academics through early career mentoring and celebrating female role models in clinical and non-clinical academic medicine. Athena SWAN is a significant driver for us at all levels of our activity from the Sheffield outreach and access to medicine scheme for year 9–13 students through to MBChB, master's and PhD programmes as well as within academic departments.'*

Dr Sheila Francis PhD  
Chair

Professor Anthony P Weetman  
Pro vice-chancellor

**Good practice example:** the think ahead programme for career development, which has now been rolled out to other faculties.

## University of Southampton Engineering and the Environment

### Bronze department award

- **Joined:** 2005
- **University award level:** Bronze
- **Department Bronze:** April 2013

*'I want to see my faculty at the heart of a national agenda for women in engineering, and intend to set up an engineering-specific Athena SWAN annual meeting for all engineering faculties/groups across the country. The scale of event envisaged is such that we believe it will attract external funding and I will be committing resource to support finding and applying for that funding.'*

Professor William Powrie  
Dean of the faculty

**Good practice example:** promotion interview training.

**University of Southampton**  
Faculty of Health Sciences

Bronze department award

- **Joined:** 2005
- **University award level:** Bronze
- **Department Bronze:** April 2013

*'Since we were first established in 2008, we have energetically pursued an agenda in the support of promoting the careers of women. We have developed a fully-integrated interdisciplinary environment that is supportive, flexible and open, prioritising the development of individuals and their careers. This has been achieved through several initiatives, including an externally facilitated faculty organisational development programme.'*

Professor Jessica Corner  
Dean of the faculty

**Good practice example:**  
undergraduate 'high flyers' event aiming to encourage final year students to consider an academic scientific career.

**University of St Andrews**  
School of Chemistry

Bronze department award

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

*'We must confront uncomfortable truths where we find them and use the Athena SWAN framework to enable us to reflect on our strengths and weaknesses, to challenge ourselves and to find pathways to improve ourselves.'*

Professor JD Woollins  
Head of school

**Good practice example:** an additional six months' PhD funding for students who become pregnant.



**University of Strathclyde**  
Department of Civil and  
Environmental Engineering  
Silver department award

- **Joined:** 2005
- **University award level:** Bronze
- **Department Silver:** April 2013

*'This Athena SWAN Silver award will provide the department with a real opportunity to build upon the good practice we have developed in the last few years, and to ensure that current and future female academics achieve the career goals they aspire to.'*

Professor Rebecca J Lunn  
Head of department

**Good practice example:** student-student mentoring scheme, where most female students are matched with female mentors.

**University of Strathclyde**  
Strathclyde Institute of Pharmacy  
and Biomedical Sciences (SIPBS)  
Bronze department award

- **Joined:** 2005
- **University award level:** Bronze
- **Department Bronze:** April 2013

*'The changes made to date, guided by the Athena SWAN principles, have been very visible to all staff. It is gratifying that these have been readily adopted and shared and that there is a sense of collective ownership. This is the best indicator of our support for further improvement: I am confident that we can achieve this.'*

Professor Philip Winn  
Head, Strathclyde Institute of  
Pharmacy & Biomedical Sciences

**Good practice example:** roles in workload model rotated every three years.

## Swansea University

College of Human and Health Sciences

Bronze department award

- **Joined:** 2007
- **University award level:** Bronze
- **Department Bronze:** April 2013

*'Swansea University as a whole has recognised the need to encourage more women into senior positions, and as the only female head of college, I can attest to the opportunities availed to me during this time, which have included me being supported in leadership development. I feel that the strategies adopted to ensure opportunities for role progression and development reflects the spirit of Athena SWAN in enabling women to progress'*

Professor Melanie Jasper  
Head of college

**Good practice example:** rolling out Athena SWAN principles across all levels of staff.

## University College London

Division of Medicine

Silver department award

- **Joined:** 2005
- **University award level:** Bronze
- **Department Silver:** April 2013

*'It has been apparent to me for many years that women suffer from prejudice and discrimination in science and in clinical medicine. Athena SWAN has served to remind us of these difficulties, highlighted the need to resolve them and provided the impetus to achieve a step-change in culture within my division.'*

Professor Raymond MacAllister  
Director of division

**Good practice example:** female senior postdoctoral researchers will be trained and invited to sit on staff recruitment panels.



## University College London Mental Health Sciences Unit

### Silver department award

- **Joined:** 2005
- **University award level:** Bronze
- **Department Bronze:** April 2012

*'We have, for many years aimed to provide a culture that encourages women into academic psychiatry and supports them in their careers. We have found that this brings a culture that benefits all staff in supporting flexible working, home working and mutual sharing of key tasks and responsibilities, allowing people to balance their commitments at work and home when facing varying priorities at different stages of life.'*

Professor Michael King  
Director

**Good practice example:** administrative and extraordinary roles are rotated every few years and accommodated into individuals' job plans.

## University College London Institute of Neurology

### Bronze department award

- **Joined:** 2005
- **University award level:** Bronze
- **Department Bronze:** April 2013

*'The Athena SWAN application process has shown areas where we are meeting our objectives and areas where we can continue to advance. I was particularly pleased that in the staff survey, 88 per cent of both female and male respondents agree work was allocated on a fair basis irrespective of gender.'*

Professor Michael G Hanna  
Director of the institute

**Good practice example:** clinical and non-clinical 'maternity mentors' who have taken leave whilst at the institute themselves.

**University College London**  
Institute of Ophthalmology

Silver department award

- **Joined:** 2005
- **University award level:** Bronze
- **Department Silver:** April 2013

*'Women contribute at every level of our organisation, providing leadership, achievements and creativity essential to our ongoing success. I am proud of initiatives we have taken to promote women in the institute of ophthalmology but recognise that there is more we can do. As a result of the Athena SWAN self-assessment process, issues affecting female staff and students have come into better focus. There is a sense of excitement that through our own initiatives we can positively impact gender equality.'*

Professor Philip Luthert  
Director

**Good practice example:** eminent female scientists are invited to give a scientific seminar, followed by a panel discussion publicising and reviewing Athena SWAN activities.

**University College London**  
Division of Psychology and  
Language Sciences

Silver department award renewal

- **Joined:** 2005
- **University award level:** Bronze
- **Department Silver:** 2009

*'The academic careers and development committee will play an important role in the next period in ensuring that the aims and values of Athena SWAN continue to be embedded in divisional decision making. A particular focus will be on enhancing our mentoring arrangements for younger staff.'*

Professor David Shanks  
Head of division

**Good practice example:** paternity/adoption leave policy is discussed at induction, employees are made aware that UCL promotes shared maternity/paternity leave.

**University College London**  
**Institute for Women's Health**

Silver department award

- **Joined:** 2005
- **University award level:** Bronze
- **Department Silver:** April 2013

*'Since I arrived at UCL two years ago, I have been and continue to be committed to Athena SWAN and supporting a culture that fosters academic careers for women in the institute for women's health.'*

Professor Peter Brocklehurst  
Director

**Good practice example:**  
unconscious bias training is compulsory for all line managers.

**University of the West of England,**  
**Bristol** Department of Biological,  
Biomedical and Analytical Sciences  
Bronze department award

- **Joined:** 2012
- **University award level:** Bronze
- **Department Bronze:** April 2013

*'The department has an excellent reputation for creating a positive and supportive working environment for all members of staff and particularly when it comes to recruiting, supporting and promoting women. In line with the university's strategic role, and those of Athena SWAN, we wish to ensure there are no barriers preventing female colleagues progressing into senior academic positions, and have changed our working practices to accommodate members of staff with caring responsibilities.'*

Dr Lucy Meredith  
Acting head of department

**Good practice example:**  
designated car park space for expectant mothers.

**University of Warwick**  
Department of Mathematics

Bronze department award

- **Joined:** 2009
- **University award level:** Silver
- **Department Bronze:** April 2013

*'It requires almost no analysis to see that the issue of gender equality is a very difficult one for mathematics. This is true in Warwick, in the UK, and worldwide. Warwick is a leading department of mathematics in the UK, and we intend to try to lead on this issue, as on others. But we have, in preparing this application, also come to understand very clearly that (a) there is much we have to do to put our own house in order, and (b) that we have people and resources and possibilities and the motivation to make progress'*

Professor Colin Sparrow  
Head of department

**Good practice example:** staff often work from home during school holidays, and children are welcomed to departmental social occasions.

**University of Warwick**  
Department of Statistics

Bronze department award

- **Joined:** 2009
- **University award level:** Silver
- **Department Bronze:** April 2013

*'I have welcomed the opportunity offered by the Athena SWAN initiative. It has been extremely useful to me as head of department to examine data concerning our operation, to identify challenges to be overcome in the national task of encouraging young women to consider the exciting career possibilities afforded by mathematical sciences and by statistics.'*

Professor David Firth  
Head of department

**Good practice example:** monthly staff lunch, with opportunity for brief presentations on matters of common concern.

## University of Warwick WMG

### Bronze department award

- **Joined:** 2009
- **University award level:** Silver
- **Department Bronze:** April 2013

*'With over forty-five years' experience across industry and academia, I am aware of the issues faced by female staff and I am a strong supporter of encouraging women into engineering and science careers. Significant progress has been made over the last two years, during which time we have started our Athena SWAN journey and we are using the process of preparing our application to make further improvements to staff development and communication activities.'*

Professor Lord Kumar Bhattacharyya  
Chairman, WMG

**Good practice example:** WMG has had its own researcher forum since 2010, from which any requests or concerns are addressed via the Athena SWAN team.

## University of York Department of Health Sciences

### Bronze department award

- **Joined:** 2005
- **University award level:** Bronze
- **Department Bronze:** April 2013

*'Reflecting our core activities, the majority of our students and staff are women; key leadership positions are also held by women. Nonetheless, we recognise the challenge of advancing the aim of the Athena SWAN Charter – and are committed to doing so.'*

Professor Hilary Graham  
Head of department

**Good practice example:** all at risk individuals are offered £2000 to address training needs.

# Athena SWAN Charter awards

April 2013

## Bronze university awards

*'Recognising that the university has a solid foundation for eliminating gender bias and developing an inclusive culture that values all staff.'*

- Coventry University
- De Montfort University
- University of Essex
- Heriot-Watt University
- University of Stirling
- University of the West of England, Bristol
- University of Wolverhampton

## Renewals

- King's College London
- Sheffield Hallam University

## Silver university awards

*'Recognising a significant record of activity and achievement by the university in promoting gender equality and in addressing challenges across their STEMM departments.'*

- University of Warwick



## Bronze department awards

*'Recognising that in addition to institution-wide policies the department has identified particular challenges and is planning activities to address these in the future.'*

### University of Birmingham

- School of Biosciences
- School of Chemistry
- School of Civil Engineering
- School of Mathematics

### University of Bristol

- School of Clinical Sciences

### University of Cambridge

- Department of Engineering
- Department of Veterinary Medicine

### Cardiff University

- School of Psychology

### University of East Anglia

- School of Biological Sciences
- School of Pharmacy

### University of Edinburgh

- School of Engineering
- School of GeoSciences
- School of Mathematics

### University of Exeter

- College of Life and Environmental Sciences (Penryn)
- Exeter Medical School

### Keele University

- School of Medicine and Institute for Science and Technology in Medicine
- School of Psychology

### Lancaster University

- Lancaster Environment Centre

### University of Leeds

- Faculty of Engineering
- School of Medicine

### University of Leicester

- Department of Cardiovascular Sciences
- Department of Chemistry
- Department of Computer Science

### University of Liverpool

- Institute of Ageing and Chronic Disease
- Institute of Learning and Teaching

### **University of Manchester**

- School of Dentistry
- School of Medicine
- School of Nursing, Midwifery and Social Work
- School of Psychological Sciences

### **University of Nottingham**

- School of Chemistry
- School of Computer Science
- School of Geography
- School of Health Sciences

### **University of Oxford**

- Department of Cardiovascular Medicine
- Mathematical Institute
- Nuffield Department of Medicine
- Nuffield Department of Obstetrics and Gynaecology
- Department of Paediatrics
- Department of Physiology, Anatomy and Genetics
- Department of Psychiatry
- Nuffield Department of Surgical Sciences

### **Queen Mary, University of London**

- Barts and the London School of Medicine
- School of Mathematical Sciences

### **University of Reading**

- School of Psychology and Clinical Language Sciences

### **Royal Holloway, University of London**

- Department of Computer Science





### **University of Sheffield**

- Department of Civil and Structural Engineering
- Department of Computer Science
- Department of Human Communication Sciences
- Department of Materials Science and Engineering

### **University of Southampton**

- Engineering and the Environment
- Faculty of Health Sciences

### **University of St Andrews**

- School of Chemistry

### **University of Strathclyde**

- Strathclyde Institute of Pharmacy and Biomedical Sciences

### **Swansea University**

- College of Human and Health Sciences

### **University College London**

- Institute of Neurology

### **University of the West of England, Bristol**

- Department of Biological, Biomedical and Analytical Sciences

### **University of Warwick**

- Department of Mathematics
- Department of Statistics
- WMG

### **University of York**

- Department of Health Sciences

## Silver department awards

*'Recognising that in addition to institution-wide policies the department has a significant record of activity and achievement and has identified particular challenges, has implemented activities and can demonstrate their impact so far.'*

### University of Cambridge

- School of Clinical Medicine
- Department of Physics

### Cardiff University

- School of Pharmacy and Pharmaceutical Sciences

### Durham University

- Department of Psychology

### University of Edinburgh

- School of Informatics

### Keele University

- Research Institute for Primary Care and Health Sciences

### University of Leicester

- Department of Health Sciences

### University of Manchester

- School of Chemistry

### University of Nottingham

- Division of Otorhinolaryngology

### University of Oxford

- National Perinatal Epidemiology Unit

### Queen Mary, University of London

- School of Biological and Chemical Sciences

### Queen's University Belfast

- School of Mathematics and Physics

### University of Sheffield

- Medical School

### University of Strathclyde

- Department of Civil and Environmental Engineering

### University College London

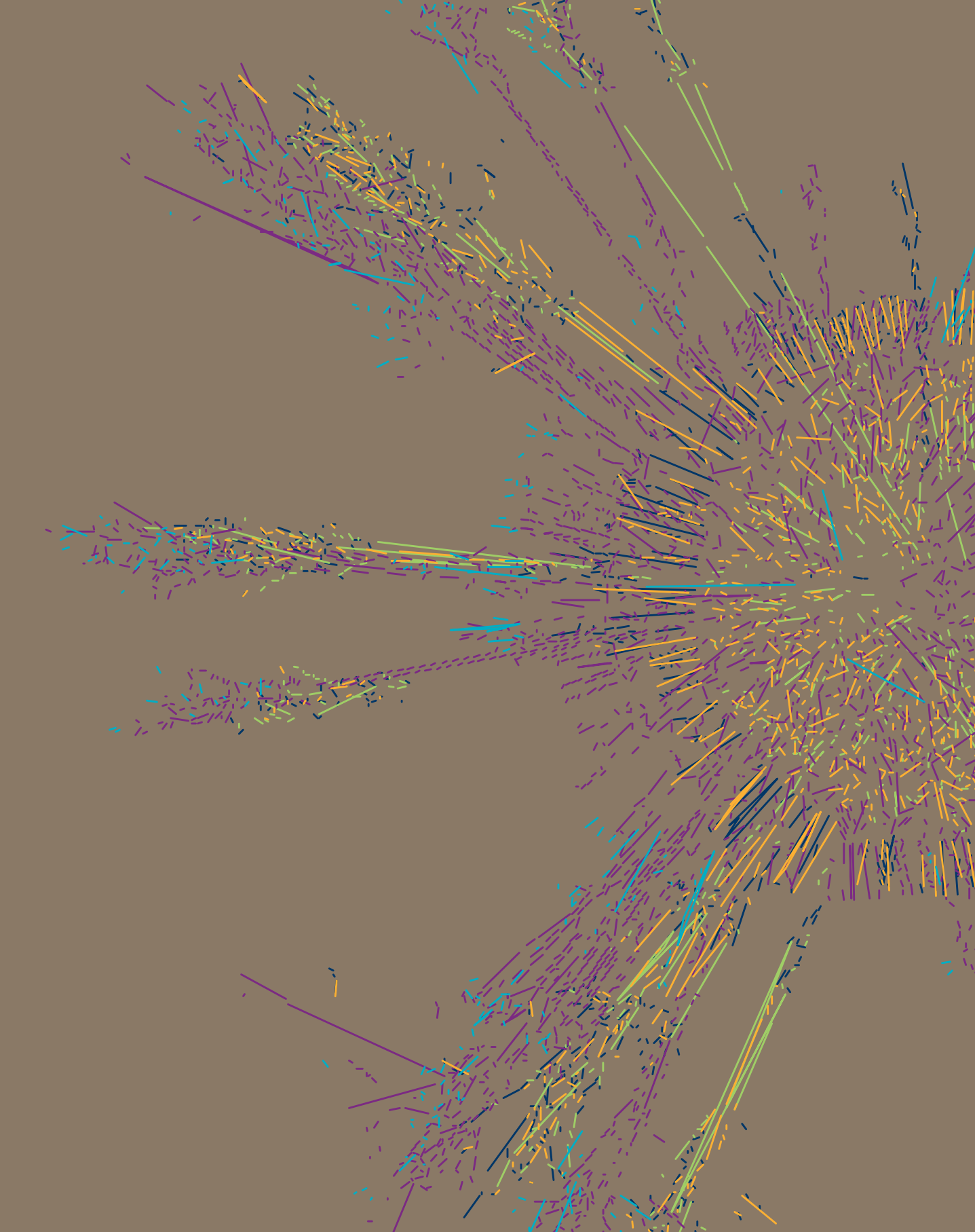
- Division of Medicine
- Mental Health Sciences Unit
- Institute of Ophthalmology
- Division of Psychology and Language Sciences
- Institute for Women's Health

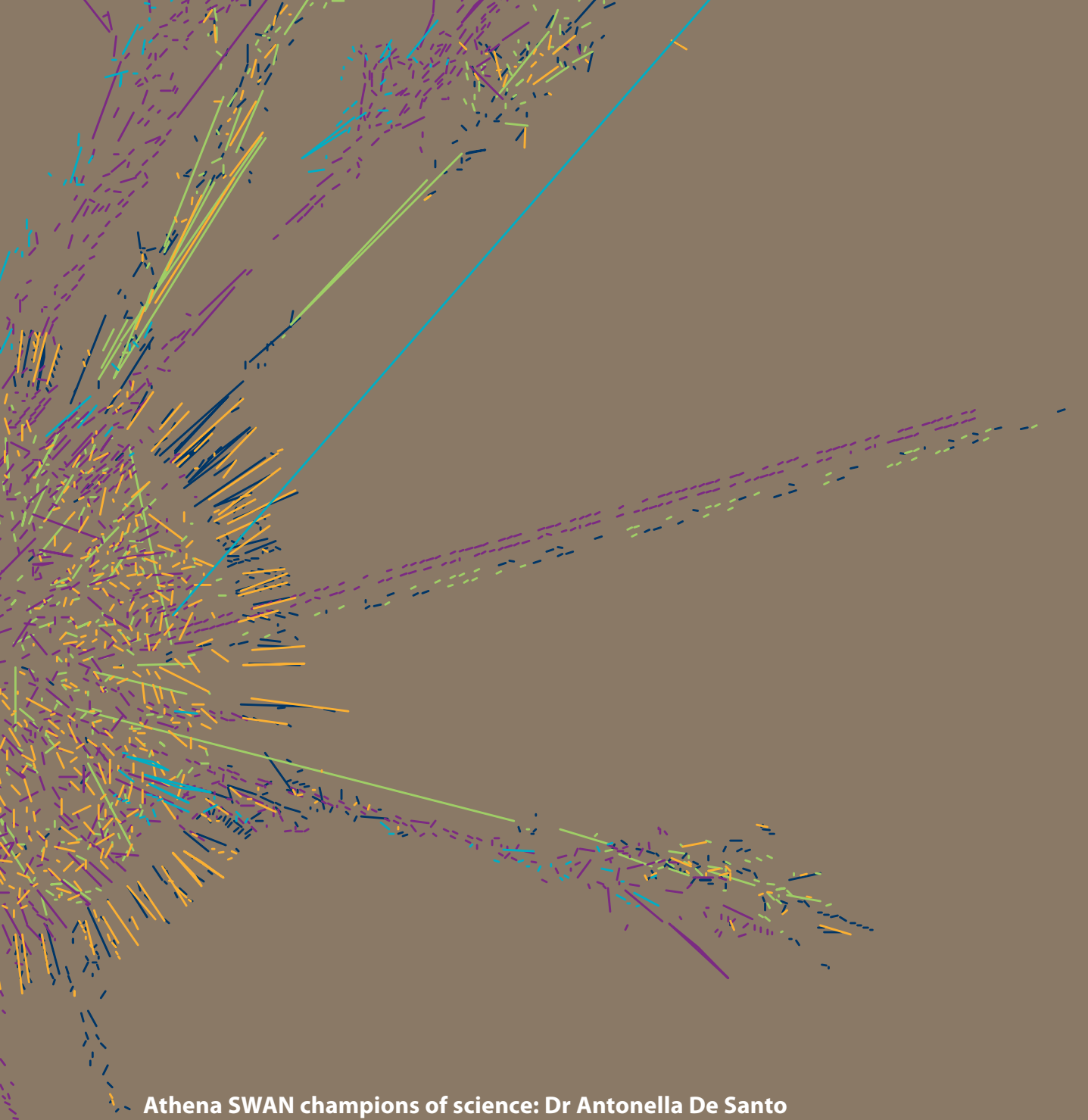
## Gold department award

*'Gold awards recognise a significant and sustained progression and achievement in promoting gender equality and addressing the challenges particular to the specific STEMM discipline of the department.'*

### Imperial College London

- Department of Chemistry





## **Athena SWAN champions of science: Dr Antonella De Santo**

*Reader in Experimental Particle Physics, University of Sussex*

Dr De Santo is part of ATLAS, one of two Large Hadron Collider experiments that discovered an elusive particle smaller than an atom highly likely to be the Higgs boson, which is said to prove theories of how the universe works.



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