

Ruth E Gilligan
Athena SWAN Manager



**Going for Bronze, Silver and Gold –
Athena SWAN departmental applications**

Royal Geographical Society Workshop – March 2016

Athena SWAN Charter



- = Recognition scheme of excellence in women's employment in STEMM
- = 2005: 10 founder members
- = 2016: 137 members
- = Institutional and departmental awards



STEMM = Science, Technology, Engineering, Maths, Medicine

Advancing equality and diversity in universities and colleges

Athena SWAN awards

533 award holders in total:

Bronze

- 73 Bronze universities
- 11 Bronze research institutes
- 306 Bronze departments

Silver

- 7 Silver universities
- 2 Silver research institutes
- 127 Silver departments

Gold

- 7 Gold departments
- Uni criteria released in July 2015**



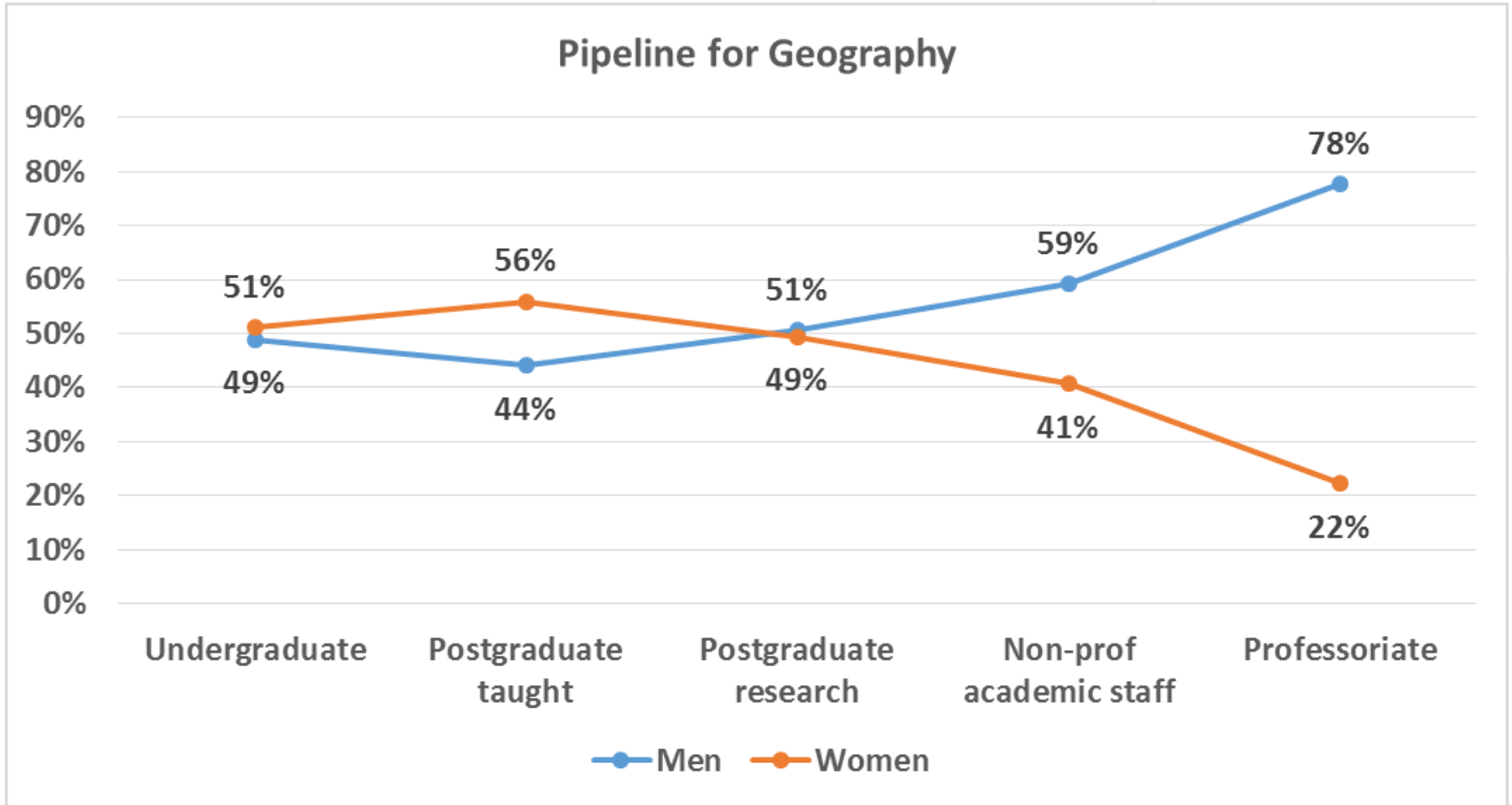
Equality Challenge Unit



April 2015 round:
= 138 submissions
= 96 awards
= 70% success rate

Advancing equality and diversity in universities and colleges

What about Geography?



What about Geography?



- = Our definition of STEMM was based on JACS codes A-K:
- Included physical geography (F)
 - Excluded human & social geography (L)

25 Geography Department Awards

Bronze – 21 Bronze departments

- = identified challenges
- = planned activities for the future

Silver – 4 Silver departments

- = ongoing activity
- = evidence of impact

Gold – none... yet!

- = significant record of activity and impact
- = beacons for gender equality, Athena SWAN & good practice



Athena SWAN: post-May 2015

- = Recognition scheme of commitment to gender equality across institutions
- = Adapted from Athena SWAN and ECU's gender equality charter mark (GEM), based on consultation
- = 10 principles

STEMM = Science, Technology, Engineering, Maths, Medicine

AHSSBL = Arts, Humanities, Social Sciences, Business, Law



Post-May 2015: In a nutshell

- = Not just about one gender
- = Not just about academics
- = Not just about the Sciences
- = More complete data analysis



Equality Challenge Unit



Advancing equality and diversity in universities and colleges

Athena SWAN: Principles



1. Recognise talents of all
2. Advance gender equality
3. Recognise disciplinary differences
4. Tackle the gender pay gap
5. Remove obstacles
6. Address short-term contracts
7. Tackle discrimination against trans people
8. Demonstrate senior commitment
9. Make structural and cultural changes
10. Consider intersectionality

Advancing equality and diversity in universities and colleges

Key changes

- = Inclusion of professional and support staff
- = REF & RAE
- = Support for grant applicants

- = Four year award (and action plan)
- = Aggregated, extended word count



Equality Challenge Unit



The award judging process

- = Two submission rounds a year
- = Peer-review process, judged by a panel
- = 5 panellists (inc Chair):
 - academics, E&D/HR, subject specialists, learned societies
- = 1 moderator, 1 note taker – ECU staff



Process improvements

- = Mandatory panellist and chair training
 - 140 panellists trained by webinar
 - 30 chairs trained at ECU London office

- = Guide to Processes published
 - Objections to applications and panellists
 - Moderation, inc referring application to new panel
 - Appeals to panel outcomes
 - Withdrawal of awards



Bronze award

Bronze department awards recognise that in addition to institution-wide policies, the department is working to promote gender equality and to identify and address challenges particular to the department and discipline.

- = a thorough self-assessment inc quant and qual evidence
- = identify both challenges and opportunities
- = the development of a structure to carry proposed actions forward



Silver award

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

= **Demonstration of evidenced impact**



Equality Challenge Unit



Gold award

A Gold department award recognises significant and sustained progression and achievement by the department in promoting gender equality and to address challenges particular to the discipline.

- = **A well-established record of activity and achievement**
- = **data demonstrating continued impact**
- = **Evidence of beacon activity**



Letter of endorsement

- = Involvement and personal engagement in Athena SWAN work
- = Awareness of key issues
- = Include one or two examples of good practice
- = Strategy and resources in place to deliver the action plan



Equality Challenge Unit



Description of the Department

- = any relevant contextual information
- = data on the number of academic staff, professional and support staff and students by gender



Equality Challenge Unit



The Self Assessment Process

- = Who / What / Why / When / How
- = Consultation – internal and external
- = Communication and reporting lines

Advancing equality and diversity in universities and colleges

A picture of the department:

Student data

- = Access or foundation courses
- = UG, PGT, PGR by gender and FT/PT
- = Provide data on course applications, offers, and acceptance rates, and degree attainment by gender
- = Progression pipeline between undergraduate and postgraduate student levels – any issues?



A picture of the department:

Staff data

- = Academic staff by grade, contract function and gender
- = Analyse the career pipeline. Any gender issues at particular grades/job type/academic contract type?
- = **Include researchers for all questions in staff section**



Consider the transition of technical staff to academic roles.

Supporting and advancing careers: key career transition points

- = Recruitment:
 - applications/shortlist/offers/acceptances
- = Induction
- = Promotion:
 - applications and success rates
 - analysis on the process
- = Inclusion in the REF



Induction and promotion for professional and support staff

Supporting and advancing careers: career development

- = Training
- = Appraisal/development review
- = Support given to academic staff and students for career progression
- = Support for research grant applications



Training, appraisal and support for career progression for PSS staff

Advancing equality and diversity in universities and colleges

Supporting and advancing careers: flexibility and managing career breaks



- = Cover & support before/during/after leave
- = Maternity return rate
- = Paternity/shared parental/adoption leave uptake
- = Flexible working
- = Transition from PT to FT after career breaks



Present professional and support staff separately

Staff remaining in post six, 12 & 18 months after maternity leave.

Supporting and advancing careers:

Organisation and culture

- = Culture
- = HR policies
- = Committee representation (internal & external)
- = Workload model
- = Timing of departmental meetings and social gatherings
- = Visibility of role models
- = Outreach activities



Case Studies (Silver and Gold only)

- = show how the inclusive culture and working practices have enabled them to pursue and progress their career
- = demonstrate the support they have received
- = Include policies that are broadly available, rather than being individual arrangements



Case studies different for Silver/Gold & pre/post-May

Action Plan



= SMART:

- Specific, Measurable, Achievable, Relevant, Time-bound

= Referred to throughout application and linked directly to the content: data → analysis → action (→ impact)

= 4 years

Challenges

- = Not a tick-box exercise
- = Common reasons for being unsuccessful:
 - = Poor action plan that is not **SMART**
 - = Lack of senior management **buy-in**; team lacks power
 - = **Descriptive**, rather than analytical narrative
 - = Applications not **identifying** issues raised by the data
 - = Action plan not **targeted** to issues raised
 - = Inappropriate balance between process and **proactive** action
 - = Changing the women not the processes



Further information

= Contact your account manager

= Website

www.ecu.ac.uk/equality-charters/athena-swan/

= Questions?



Equality Challenge Unit

