Athena SWAN Results

The results from the April 2015 submission round were released at the end of September. Many congratulations to the following schools on their achievements:

School of Chemistry – Bronze Award
*SWAN Submission leads: Andrew Orr-Ewing & Beth Anderson*

School of Clinical Sciences - Silver Award
*SWAN Submission leads: Amanda Churchill & Amanda Carmichael*

School of Earth Sciences – Bronze Award
*SWAN Submission lead: Jeremy Phillips*

School of Veterinary Sciences – Bronze Award
*SWAN Submission lead – Linda Wooldridge*

Many thanks to all the SWAN leads and the School Self Assessment Teams for their efforts and congratulations on your awards.

The University now has 15 Athena SWAN Awards (4 Silver and 11 Bronze), with the Faculties of Science and Health Sciences having all schools at award status.

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**Timetable for Athena SWAN Process**

**April 2015:** Launch of combined Athena SWAN and arts, humanities, social science, business and law departments charter mark. Publication of the new process guidance, criteria, application forms.

**November 2015:** Arts, humanities, social science, business and law departments, and institutes can submit award applications using the new processes. STEMM departments are able to continue using the existing Athena SWAN application processes or use the new format.

**November 2016:** Last round for using current Athena SWAN application forms and process.

**April 2017:** All submissions to use the combined application forms for the new Gender Equality Charter Mark.

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**Athena SWAN Charter News**

**Launch of the new Athena SWAN Charter Mark**

The Equality Challenge Unit’s new Athena SWAN Charter launched in May 2015 which is now open to arts, humanities, social science, technology, engineering, mathematics and medicine disciplines. The new guidance and application forms are available via the ECU website for more information. Key headline changes include:

- Inclusion and analysis of professional and support staff as well as academic and research staff and students
- Evidence of support with regards to intersectionality (gender and ethnicity)
- Requirement of new reports New appeals process
- New awards will be valid for 4 years
- Inclusion of evidence of transgender support at University level

All departments and institutions will align to the new Athena SWAN process and application forms in April 2017. There is no impact for those departments currently applying for Athena SWAN in April or November 2015.

Athena SWAN will be changing its logo and branding to include the charter mark changes and the inclusion of the Race Equality Mark (REM). Athena SWAN will retain its name for the charter mark. New Athena SWAN awards will be valid for 4 years.
ECU seeking arts, humanities, social sciences, business and law Charter panellists

Participating in an equality charter mark panel gives you an invaluable experience of the assessment process.

You will come away with a detailed understanding of how panels work, and insight into how other institutions analyse their data and make progress on their action plan. Reading through a range of applications will also give you plenty of good practice ideas you may wish to consider implementing in your institution. Being on a panel member also gives you an opportunity to build your professional networks and share learning among peers. ECU are always seeking panellists with the following roles and specialisms:

- Academics from all disciplines but in particular from arts, humanities, social sciences, business and law departments
- Professional services staff
- Representatives of research councils, research institutes, learned societies and professional bodies
- Men from a broad range of roles across institutions

More information about becoming a panelist

Articles of Interest

A Chemical Imbalance – A thought provoking short documentary which celebrates female scientists and looks at why women are still so under-represented in STEM.

Four Steps to Killing Off Sexism – Article by Seirian Sumner outlining the four steps we can do to progress women into top roles in universities

Gender Pay Working Group Report - The report is by the New Joint Negotiating Committee for Higher Education Staff (JNCHES) Working Group on Gender Pay. Findings included women in university leadership roles are paid up to 11.4 per cent less than men in equivalent jobs.

The EHRC's #worksforme is a campaign on managing pregnancy and maternity in the workplace. Their research shows that while many employers are supportive of women who are pregnant or on maternity leave, many women report discrimination, harassment and unfair dismissal: women returning to work after a child are more likely to face discrimination than they were ten years ago.

Events

Ada Lovelace Day - 13th October, 2015

To mark Ada Lovelace’s 200th birthday, there are a number of events taking place between 13th October and 18th November. Please go to the ALD 2015 web page on the Equality and Diversity website for more information. If you are holding an event please let the Equality & Diversity team know so we are able to publicise it for you.

“Everyday Sexism” – The Gender Research Centre Annual Public Lecture. 4th November, 2015

Laura Bates will discuss the origins of the project, and its initial aim to expose the 'invisible' problem of sexism. She will chart the shocking findings the project has uncovered, from 'lad culture' in education to workplace discrimination and sexual abuse, including the revealing testimonies submitted by young people. For more information can be found please use this link.

Resources

University of Bristol Libra Lecture 2014 – How to Combat Implicit Bias and Stereotype Threat in Academia

The Department of Philosophy's page on implicit bias and stereotype threat and the podcast of the lecture and the presentation slides used at the event are still available for download via the Equality and Diversity website.