Introduction
The results from the November 2013 submission round were released at the beginning of April 2014. Many congratulations to Professor Jan Noyes, Head of School, and members of the School of Experimental Psychology for achieving a Bronze award. The University also retained a Bronze under the pilot scheme for institutional renewals. The current status of Athena SWAN recognition across the University is as follows:

**Current Award Holders**
The University of Bristol holds a Bronze Renewal Award (2014)

**Bronze Award Holders**
School of Chemistry (2012)
School of Clinical Sciences (2013)
School of Experimental Psychology (2014)

**Silver Award Holders**
School of Physiology and Pharmacology (2012)
School of Social and Community Medicine (2012)
School of Oral and Dental Sciences (2013)

Many congratulations also to the School of Physics who received the Institute of Physics’ Juno Practitioner award in recognition of the action they have taken to address the under-representation of women in university physics and to encourage better practice for both women and men.

**Athena SWAN November 2013 Winners**
A record number of three Gold awards were announced in the list of winners from the November 2013 round. Queen’s University Belfast’s School of Psychology, the University of Cambridge’s Department of Physics and the Department of Biology at the University of York have all achieved the highest level. Overall, 125 departments and universities submitted for an Athena SWAN award in the November round, and 89 were successful – a 71% success rate. The disciplines with the highest number of submissions were medical and dental schools.

**Athena SWAN Charter Evaluation**
Shows Positive Impact
An independent evaluation produced by a research team from Loughborough University into the impact and effectiveness of ECU’s Athena SWAN Charter has confirmed that the awards scheme advances gender equality. They also found that it changes the working culture and attitude within participating departments and universities. The evaluation reports that membership of the Charter has helped to advance women’s careers and departments that hold Athena SWAN awards are more advanced in addressing unequal representation than those that do not. More information can be found in the report [Advancing women’s careers in STEMM: evaluating the effectiveness and impact of the Athena SWAN Charter](http://www.bristol.ac.uk/equalityanddiversity/leeds/athenswancharterevaluation.pdf)

**Athena SWAN November 2013 Statistics**
The November 2013 round received 125 submissions from departments and institutions. The following statistics have been provided by ECU for this round:
- There were 89 award winners
  - 66 bronze
  - 20 silver
  - 3 gold
- 29 applications were renewal/upgrades of which 20 were successful
- 36 applications were unsuccessful
- There are now 325 award-holders across the UK

More information is available in the [Athena SWAN Annual Report 2013](http://www.bristol.ac.uk/equalityanddiversity/athenswancharterevaluation.pdf).
News in Brief

New ECU Website
ECU has just launched a new website which can be found at: [http://www.ecu.ac.uk/](http://www.ecu.ac.uk/). The Athena SWAN web pages are now part of the broader Equality Charter marks section of the ECU website, and can also be found using the [www.athenswan.org.uk](http://www.athenswan.org.uk) address. Information on members and their existing awards is currently being uploaded. The ECU communications team will be ironing out any problems over the next few weeks. They are aware that some sections of the website, including the Athena SWAN members' page, are not displaying the correct information. We have been informed that they are working to remedy this as soon as possible.

ECU's Athena SWAN panels
The April Athena SWAN submissions deadline saw 120 award submissions from higher education institutions, departments and research institutes across the UK. Twenty-two panels are being held over the next couple of months with results anticipated for August 2014.

Athena SWAN November 2013 Awards Booklet
The full list of winners and shared good practice from the November 2013 round of successful submissions can now be found in the [Athena SWAN November 2013 Awards Booklet](http://www.ecu.ac.uk/) via the ECU website.

Articles and Events

The following articles and events may be of interest:

**Equality Initiatives: how do we know they're working?**
ECU’s Freya Douglas examines how the thoughts, opinions and experiences of staff and students can be a vital tool in measuring progress on equality.

**Imposter Syndrome: do you feel a fraud?**
An article investigating the frustrating ironies in relation to gender and the new research into ‘imposterism’.

**Inside the neuroscience of bias**
Unless we tackle bias, we’ll never have true inclusion. But you might be surprised at what’s keeping your brain shackled...

**Edinburgh Fringe - Women! Science is Not for You!** – 14 August
Why are women deserting sciences in droves? Is it unconscious bias, a lack of aspiration, lack of confidence – or just lack of ability? Are we failing our daughters, or is this just the way things are? Dr Clare Taylor (Edinburgh Napier University) and Dr Pam Cameron (Novo Science) will be discussing to figure out why the pipeline is so leaky and what, if anything, we should do about it.

**The British Science Festival - I’m a ScienceGrrl-talk to me** – 6 September
ScienceGrrl will be represented at the event in Birmingham, with each scientist wearing a badge inviting you to talk to them. The public can try to guess what they do by studying their props and find out why they love to work in science as they take to the purple soapbox. Any female scientists interested in participating please follow this [link](http://www.ecu.ac.uk/).

Working Parents Network Upcoming Events

The University’s Working Parents’ Network has been established to enable employees to support each other as they make the transition into parenthood. It provides an informal setting within which to discuss the various challenges that are presented as children grow up; talking to others who are in the same situation is often the most powerful form of support.

- **Teenagers** - Wednesday 13th August, 12.15 - 13.45
- **More than one under 5** - Ideas Swap Shop - Wednesday 3rd September, 12.15 - 13.45
- **Ages 11-13; The transition to secondary school** - Ideas Swap Shop - Thursday 16th October, 12.15 - 13.45
- **New parents; child under 1** - Ideas Swap Shop - Tuesday 25th November, 12.15 - 13.45
- **Working Parents’ Network drop-in social** - Wednesday 17th December, 12.00 - 14.00

**Achieving equality: transforming the HE culture**

The ECU biennial conference 2014 is taking place on 17th and 18th November 2014 in Liverpool. This two-day residential conference has a programme of expert speakers from higher education and beyond, panel discussions and a choice of practical knowledge-sharing workshops. Poster sessions, surgeries and an evening event will run alongside the main programme. The full agenda will be announced on their website shortly. You can book your place for the [Achieving Equality Conference](http://www.ecu.ac.uk/) via the ECU website.