

Newsletter

Athena SWAN, Equality and Diversity

Results

The results from the April 2014 submission round were released at the end of September. Many congratulations to Andy Young, and all the members of the School of Physics Self Assessment Team for achieving a Bronze award. The current status of Athena SWAN recognition across the University is as follows:

Current Award Holders

The University of Bristol holds a Bronze Award (2014)

Bronze Award Holders

School of Chemistry (2012)

School of Clinical Sciences (2013)

School of Experimental Psychology (2014)

School of Physics (2014)

Silver Award Holders

School of Physiology and Pharmacology (2012)

School of Social and Community Medicine (2012)

School of Oral and Dental Sciences (2013)

Athena SWAN Essentials

If your department is applying for an Athena SWAN award, the following links are useful resources for the Self Assessment Team to start the process and to use as a source of reference throughout.

- [Athena SWAN Frequently Asked Questions](#)
- [Equality and Diversity Athena SWAN FAQ](#)
- [Athena SWAN handbook](#)
- [Departmental application templates](#)
- [Successful University of Bristol departmental submissions](#)
- [Other Athena SWAN members and award holders](#)
- [Athena SWAN annual report](#)

There are two deadlines a year for all applications, which fall on the last working day of April and November. Remember to allow plenty of time to undertake the process if you are submitting for the next round.

Athena SWAN Charter News

There are now 116 member institutions of Athena SWAN.

ECU received 121 submissions in the April 2014, assessed by 22 panels.

A comprehensive guidance document on the Athena SWAN awards process is in development and will outline an appeals process that is being introduced for the first time. Also, awards will be valid for three years from the results announcement (e.g. a successful award in the April 2013 round which was announced in September 2013 will be valid until November 2016).

The ECU team is planning the delivery of panelist training, to help make the process more robust and new forms are also being developed; there will be a period where both old and new forms will be accepted.

An updated set of benchmarking data will become available on the new Athena SWAN website this year.

ECU are currently developing two further national equality charter marks, to tackle race and gender inequality in employment in higher education. The charter marks are being developed to help the sector address the continuing underrepresentation of black and minority ethnic staff and the similar underrepresentation of women at senior levels across fields not currently covered by Athena SWAN (i.e. GEM, the gender equality charter mark)

The trial results for GEM were announced on 4th September. 31 awards were applied for with a 71% overall success rate (22 awards). This compares with 72% for the November 2013 Athena SWAN award round.

News in Brief

Gender, Leadership and STEMM Conference: Utilising All Our Talent, Thursday 11th September

Swansea University held the Gender, Leadership and STEMM Conference which featured a number of guest speakers and various SWAN themed workshops. The key note speaker was Professor Tom Welton from Imperial College London, with his captivating talk titled Going for Gold: Just the Start. An insightful and provocative look at how departments are either inclusive or not and how even the smallest changes make a huge difference. More information on the event, tips on applying for Athena SWAN, and highlights from Tom Welton's talk can be found on [Seirian Sumner's Soapbox Science blog](#).

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](#) via the ECU website.

Events

University of Bristol - Ada Lovelace Day, 14th & 15th October

In celebration of Ada Lovelace Day (14th October 2014) and in recognition of women across science, technology, engineering, and maths (STEM), a number of the University's Schools and Societies will be holding free events and activities on the 14th and 15th of October for students, staff and the public to get involved with.

Ada Lovelace (1815-1852) was an English mathematician who is often described as the first Computer Programmer. More information about her, and the day of international celebration, can be found via the [Finding Ada website](#).

Come and explore the interactive stalls in the foyers of the School of Physics, School of Experimental Psychology, School of Chemistry, Merchant Venturers School of Engineering, and the School of Mathematics, to discover more about Ada Lovelace and Women in STEMM. For more information please go to the [Equality and Diversity website](#).

Inside Government: Women in STEM 2015

The Women in STEM 2015 forum will provide a key opportunity for delegates to examine the strategies needed to strengthen the UK's STEM sector by widening the pool of talent. Delegates will explore the newest policies and initiatives aimed at getting more women in to STEM careers. Best practice case studies will inspire future action to deliver the next generation of scientist and engineers in the UK. Speakers confirmed include Professor John Perkins CBE, Chief Scientific Advisor, Department for Business Innovation and Skills (BIS), and Professor Paul Hogg, Vice Principal and Dean of Science, Royal Holloway, University of London. For more information please contact Vikki Layton.

Work and Family

The Work and Family initiative provides information and support for parents and colleagues with any other caring responsibilities. It also provides information for managers on relevant policy and issues.

Resources include:

- Working Parents' and Carers' Networks (mailing lists, information and events)
- Maternity and Paternity Information and FAQs
- Advice on Flexible Working
- Links to all relevant policies and procedures

Upcoming events:

Working Parents' Network

Ages 11-13: transition to secondary school, Thursday 23rd October, 12.15-13.45

New parents; child under 1, Thursday 25th November, 12.15-13.45

Carers' Network

Caring for someone under 18, Wednesday 5th November, 12.15-13.45

Joint

Working Parents' Network and Carers' Network drop-in social, Wednesday 17th December, 12.00-14.00.