Get Involved

Although Athena SWAN explicitly addresses the problems facing women, all actions put in place to improve equality and working environment will benefit everyone, especially men who take a role in family life. The key is to change the social norms so that everyone can enjoy equal opportunities and a fulfilling, fair working environment. The School of Biological Sciences at Bristol is committed to achieving this.

For example, parental leave policies are undergoing a revolution. A couple can now split their parental leave into maternity and paternity quotas. In essence, this means that a man may take as big a career break as a woman. In short, Athena SWAN will support ALL staff and students with caring responsibilities.

To pull together and implement a successful Athena SWAN application requires buy-in from everyone in the School at every stage of the career structure, irrespective of gender or background, for the following reasons:

1. To address gender inequalities requires commitment and action from everyone, at all levels of the organisation.
2. To tackle the unequal representation of women in science requires changing cultures and attitudes across the organisation.
3. The absence of diversity at management and policy-making levels has broad implications.

Should you have any questions about the Athena SWAN process then please feel free to contact Dr Jon Bridle (jon.bridle@bristol.ac.uk).

Any members of staff who are interested in becoming an acceptable Workplace Behaviour Advisor, please refer to the following invitation to submit an expression of interest.
(http://www.bristol.ac.uk/hr/acceptable-behaviour/)