**University of Warwick, Physics Department Summary**

In 2015 the Department Physics celebrated its 50th anniversary at the University of Warwick. It is now a department of almost 1,000 people, consisting of 62 academics, 5 teaching fellows, 68 research, 15 administrative and 15 technical staff, with 618 undergraduate and 162 postgraduate students. Two principal degree courses are offered: Physics and joint-honours Maths & Physics. Each of these can be taken as 3-year BSc or 4-year MPhys/MMathPhys variants. In addition, a small number of students take the first two years of core Physics followed by a year of Business Studies. The calibre of students is very high with typical A-level grades of A\*AA. The Physics research environment at Warwick was rated as one of the top ten in the UK by REF2014. Academics are grouped into six research clusters that focus on astronomy & astrophysics, elementary particle physics, plasma physics, condensed matter, nanoscience, and theoretical physics. Cluster Leaders provide line management to these academics who in turn line manage the research fellows. The Senior Administrative Officer is responsible for line management of the administrative and technical staff through a cascaded structure. Overall responsibility lies with the Head of Department who reports to the Provost

Warwick Physics has embraced the IOP Juno Project from an early stage and was one of the first Juno Champion departments in 2009. Under the supportive leadership of three successive Heads of Department, the Juno principles have become firmly embedded in all departmental processes and procedures, to the benefit of all staff and students. Indeed, one of the strategic objectives in the Dept.’s 2020 Vision is “to be an aspirational place of employment”. This has been reflected in a very low turn-over of established staff and positive responses to staff surveys. In a 2015 university-wide survey (PULSE) Physics had an employee engagement index of 74%, with 85% of staff agreeing that their work gives a feeling of personal achievement (8% higher than the benchmark from similar surveys in other universities). Similarly, 95% of physics students responding to NSS in 2015 were satisfied with their overall experience at Warwick.

Since the last Juno Champion renewal, in 2012/13, a number of measures have been put in place, which are discussed further in the accompanying documents. We have:

* widened representation and increased transparency of departmental administration and work allocation;
* improved provision and visibility of maternity, and paternity, leave arrangements;
* increased female undergraduate recruitment fraction from 17% to 24%;
* recruited women to the roles of Mechanical Workshop Manager and Senior Administrative Officer;
* engaged staff and postgraduates with Equality and Diversity training;
* further engaged undergraduates in the academic community;
* enhanced the impact of outreach activity;
* seen female Physics staff demonstrate leadership roles in the wider University.

The Department intends to apply for Athena SWAN Gold in the future and welcomes feedback from this application to make further improvements and build on the existing action plan to encourage best practice that benefits the men and women in our department.