This document provides a summary of the Athena SWAN initiatives that have taken place during 2018 – 2019 in association with the Institutional Silver Award.
Athena SWAN recognises work undertaken to address gender equality, and not just barriers to progression that affect women.

Advance HE’s Athena SWAN Charter covers women (and men where appropriate) in:

- academic roles in STEMM and AHSSBL
- professional and support staff
- trans staff and students

In relation to their:

- representation
- progression of students into academia
- journey through career milestones
- working environment for all staff
Athena SWAN Charter
Formally the Equality Challenge Unit (ECU) Athena SWAN Charter Mark, established in 2005 to encourage and recognise commitment to advancing the careers of women in science, technology, engineering, maths and medicine (STEMM) employment in higher education and research.

In May 2015 the Charter was expanded to recognise work undertaken in arts, humanities, social sciences, business and law (AHSSBL), and in professional and support roles, and for trans staff and students and following a merger is now known as the Advance HE’s Athena SWAN Charter Mark.

Athena SWAN Awards
There are three levels of award available to institutions and departments. Bronze, Silver and Gold.

Warwick holds an Institutional Silver award; six departments hold Silver and ten departments hold Bronze with many more working towards submitting to bronze.

Along with the submission, there is a requirements to produce a four-year action plan, which addresses any issues identified during the self-assessment process.

Warwick’s Commitment to Gender Equality
Warwick originally signed up to the Charter in 2009, achieving Bronze status. We then achieved a Silver award in 2013, which was retained at Silver level again in 2018.

This commitment aligns very much to the University Strategy:

We aspire to remove economic, social and cultural barriers that have prevented talented people from working and studying at Warwick and be recognised as best in class in our approach to diversity and social inclusion, for staff and students.

Our talented staff and students will be our priority and must feel secure and be well supported, whatever their background. Studying, working and partnering with Warwick will be built on an exceptional experience, place and quality of life, with soft boundaries between campus life and that of our neighbours, with easier and more sustainable commuting and travel, and ready access to training and development, wellbeing services, sport and culture.
Athena SWAN Ten Key Principles:

The Athena SWAN Charter is based on ten key principles. By committing to these principles, institutions are committing to a progressive charter; adopting these principles within their policies, practices, action plans and culture.

1. We acknowledge that academia cannot reach its full potential unless it can benefit from the talents of all.

2. We commit to advancing gender equality in academia, in particular, addressing the loss of women across the career pipeline and the absence of women from senior academic, professional and support roles.

3. We commit to addressing unequal gender representation across academic disciplines and professional and support functions. In this, we recognise disciplinary differences including:
   - the relative underrepresentation of women in senior roles in arts, humanities, social sciences, business and law (AHSSBL)
   - the particularly high loss rate of women in science, technology, engineering, mathematics and medicine (STEMM)

4. We commit to tackling the gender pay gap.

5. We commit to removing the obstacles faced by women, in particular, at major points of career development and progression including the transition from PhD into a sustainable academic career.

6. We commit to addressing the negative consequences of using short-term contracts for the retention and progression of staff in academia, particularly women.

7. We commit to tackling the discriminatory treatment often experienced by trans people.

8. We acknowledge that advancing gender equality demands commitment and action from all levels of the organisation and in particular active leadership from those in senior roles.

9. We commit to making and mainstreaming sustainable structural and cultural changes to advance gender equality, recognising that initiatives and actions that support individuals alone will not sufficiently advance equality.

10. All individuals have identities shaped by several different factors. We commit to considering the intersection of gender and other factors wherever possible.
In 2018, Advance HE received 654 submissions for a Bronze award, of those 371 submissions were successful 57% Success rate.

### Athena SWAN Bronze success rate

- **Bronze applications**: 654 submissions
- **Successful**: 371
- **Unsuccessful**: 293
- **Success rate**: 57%

### Warwick Bronze Award holders

<table>
<thead>
<tr>
<th>Faculty of Arts</th>
<th>Faculty of Science, Engineering and Medicine</th>
<th>Faculty of Social Sciences</th>
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<tbody>
<tr>
<td>Statistics</td>
<td>Sociology</td>
<td></td>
</tr>
<tr>
<td>WMG</td>
<td>CEDAR</td>
<td></td>
</tr>
<tr>
<td>Maths</td>
<td>Philosophy</td>
<td></td>
</tr>
<tr>
<td>Psychology</td>
<td>Politics</td>
<td></td>
</tr>
<tr>
<td>Comp Science (awaiting outcome)</td>
<td></td>
<td>Law</td>
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<tr>
<td>IER</td>
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</tr>
<tr>
<td>Subject</td>
<td>Description</td>
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<tr>
<td>Statistics</td>
<td>The department will financially support childcare of conference visitors and seminar speakers (initially on a case-by-case basis to gauge demand)</td>
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</tr>
<tr>
<td>Engineering</td>
<td>Childcare is funded for job interviewees and staff attending KIT days</td>
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<tr>
<td>WMG</td>
<td>A series of paid 8-week internships are used to encourage students to engage in post-graduate courses in the department.</td>
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</tr>
<tr>
<td>Maths</td>
<td>A female Tutor for Women is available to discuss personal or course related issues</td>
<td></td>
</tr>
<tr>
<td>Psychology</td>
<td>Plans for a maternity/adoption buddy scheme, with workload credit for buddies.</td>
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</tr>
<tr>
<td>Sociology</td>
<td>Curriculum updates, including compulsory modules on social inequalities, and reviewing of reading lists.</td>
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</tr>
<tr>
<td>CEDAR</td>
<td>The Department recognises that the University’s travel insurance policy does not currently cover routine antenatal services, which can impact on the ability of women to travel for work at points within their career. They are raising the issue with the University.</td>
<td></td>
</tr>
<tr>
<td>Philosophy</td>
<td>Paid Research Assistant roles for UG and PGT students to work first-hand with academics on research projects.</td>
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</tr>
<tr>
<td>Law</td>
<td>Using in-house family law expertise to feed into institutional Athena SWAN work on maternity leave provision.</td>
<td></td>
</tr>
<tr>
<td>WMS</td>
<td>Development of 'The Care Companion' online tool with external partners, being rolled out across Coventry and Warwickshire</td>
<td></td>
</tr>
<tr>
<td>IER</td>
<td>Preparing to support female staff experiencing any negative menopausal symptoms, by manager training on the work-effects of menopause.</td>
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</tbody>
</table>
A number of departments are working towards a Bronze submission and are in the process of forming Self-Assessment Teams, analysing data and working through an application for either one of the two submission deadlines - November or April 2020, this includes:

- Computer Science
- CLL
- WFS
- CTE

From L-R: Dr Maria do Mar Pereira, Professor Nickie Charles, and Dr Ruth Pearce accepting the bronze Athena SWAN award on behalf of the University of Warwick's Sociology Department.
In 2018, Advance HE received 398 submissions for a Silver award, of those 323 submissions were successful 81% Success rate.

### Athena SWAN Silver success rate

- **398 submissions**
  - Successful: received award: 323
  - Received award at level applied: 176
  - Received award at lower level: 147
  - Unsuccessful: no award: 75

### Warwick Silver Award holders

<table>
<thead>
<tr>
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</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Engineering</td>
<td>WBS</td>
</tr>
<tr>
<td></td>
<td>Chemistry</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Life Sciences</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Physics</td>
<td>WMS</td>
</tr>
</tbody>
</table>

### Commended as an example of Good Practice

<table>
<thead>
<tr>
<th>Faculty</th>
<th>Description</th>
</tr>
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<tbody>
<tr>
<td>Chemistry</td>
<td>Co-establishment of the Irène Joliot-Curie conference and involvement in the PLOTINA research consortium</td>
</tr>
<tr>
<td>Life Sciences</td>
<td>Junior staff act as observers on interview panels to support development and widen the pool of panellists for future rounds.</td>
</tr>
<tr>
<td>Physics</td>
<td>Any all male shortlists for promotions and appointments will require approval by the head of department and clear written justification</td>
</tr>
<tr>
<td>WBS</td>
<td>Gender balanced departmental staffing committee with oversight of all major staffing decisions including recruitment.</td>
</tr>
</tbody>
</table>
Overview

The ongoing success at Warwick relies on the Institution and departments recognising the importance and commitment required to progress Gender Equality. A number of structures have been in place for many years to support departments and a new Self-Assessment team will be in place for 2019–2020 to progress the Institutional Action Plan.

Support from Senior Leaders

During 2019, a number of changes made to the Governance of the former Equality & Diversity Committee has resulted in the formation of a number of new Task Forces. Including, the appointment of Senior Executive Sponsors for Protected Characteristics and the appointment of a new Chair and Deputy Chair for the Institutional Athena Self-Assessment Team, all of whom will report into the Social Inclusion Committee.

Gender Taskforce

The Gender Taskforce (GTF), Chaired by Dr Joanna Collinwood, Reader in Engineering and Co-Chair Tess Grant Associate Professor in English, was set up to champion and oversee the advancement, implementation and development of Gender Equality at Warwick. Work undertaken by the Taskforce in 2018–2019 include:

- Pay Gap reporting
- Recruitment
- Career Breaks
- Promotion

Institutional Commitment

The Self-Assessment Team (SAT) plays a critical role in progressing the four year action plan that formed part of the 2018 successful institutional silver submission.

Kate Seers, Director of the Warwick Research in Nursing was appointed as Chair of the Institutional Athena SAT, with Dr Georgia Kremmyda, Civil Engineering Degree Leader appointed as Co-Chair in summer 2019 to progress the Silver action plan.

The SAT will need to:

- Recognise and take action when barriers/challenges to achieving the actions are identified.
- Ensure that progress is documented in preparation for the next upgrade/renewal of the Institutional submission.
- Take a leading role in developing an effective communication strategy for Athena SWAN activities, developing “beacon” activities over the next 3.5 years.
- Raise awareness of Athena SWAN and the University’s commitment to gender equality and to promoting/supporting the careers of both academics and professional support staff.
- Act as Athena Champion for the University, both internally and externally.

The Chair of the SAT will also become a member of the GTF ensuring work is aligned to progress the action plan.
Commended as good practise:

- Warwick Academic Returners Fellowship to ‘buy-out’ teaching/administrative duties
- Support for Career Progression
- Representation of women in senior roles and on committees
- Support for Maternity/Adoption Leave
- Menopause support Group
- Commitment to trans staff and students

Recommendations for future work:

- Further analysis of PULSE data
- Action plan is process focussed rather than outcome-focussed
- Improve the action plan to be more ambitious to address key priorities
- Greater evidence of impact in future submissions
WHERE IS WARWICK AS AN INSTITUTION IN THE ATHENA SWAN PROCESS

We have a long-standing commitment to advancing Gender Equality since 2009. Warwick is a research-intensive university, with over 6,337 members of staff, 26,000 students, 2,800 academic staff and 3,700 professional and support staff, 53% of Warwick staff are female.

The vast majority of STEM departments hold a bronze or silver award, with an increasing number of awards being held by Social Science departments. Data however, indicates that we have a long way to go to achieve gender parity at all levels of the Institution. Whilst 53% of the workforce is female, there are still only 1 in 5 female professors and only 31% of heads of departments are female.
In 2017, we started a reform of our promotions process, in order to remove the perceived structural barriers to promotion for females. Consequently, we are starting to see proportionally more women applying for and achieving promotion. Following the first round of changes, there was a 100% success rate for women who applied for professorial promotion. A further set of changes were introduced in 2018 and the most recent round of academic promotions (2018/19) has shown continued high success rates for women and across all academic grades more women than men were successful with their promotion applications.

KEY FINDINGS

The largest staff population by category is PSS, grades 1a – 5 with 67% female, PSS grades 6-9 make up the second largest category with 22% of the staff population and again the second largest female category with 56% female.

Approx. one-third of our students are from 150 overseas countries. 60% of students are UK, 11% EU and 29% overseas.
This fellowship has been instrumental (indeed, indispensable) in creating the conditions necessary for me to make substantial and significant progress in my research.”

Academic Returners Fellowship

The fellowship ‘buys-out’ teaching and admin responsibilities allowing academics returning from long-term parental leave such as, maternity leave, adoption leave and paternity leave.

Feedback is extremely positive but also noted that it is not well advertised and consistently promoted in all departments.

Maternity Provision

In line with Maternity/Adoption policies, staff have an opportunity to discuss and plan their parental leave.

However, following consultation with staff via an anonymous survey, a number of key themes emerged:

- Not enough Nursery provision
- Maternity leave provision less than other RG Universities
- Inconsistencies in flexible working

Carer’s

Recognise and understand the issues staff face who have additional caring responsibilities.

Many staff who have additional caring responsibilities use their annual leave for hospital appointments etc, therefore never taking time for themselves. Carer’s felt there was little understanding of the daily struggles they face, and the requirements to be flexible.
You Said, We did......

The University has approved a significant increase to occupational maternity and adoption pay provisions.

These revisions will be implemented shortly and reflect research which suggests enhanced maternity pay aids the retention of women, specifically those in academic roles. These changes will ensure that Warwick’s provision is competitive with that of other Russell Group universities.

Ongoing work in relation to family friendly policies and the creation of an information hub will further develop a cohesive approach and raise awareness of the support that is available.

You Said, We did......

Since the start of 2018, there have been 18 applications from academic staff (35 in total since 2015) to apply for an Academic Returners Fellowship. The Fellowship Policy is now clearly sited on the HR webpages with easy links to long-term parental leave, enabling academic staff to be aware of this opportunity prior to starting their long-term leave.

“Life is really simple, but we insist on making it complicated.”
Recognise and understand the issues staff face who have additional caring responsibilities. We have increased the Conference Care Fund from £100 per claim, to £150 per claim, available to two claims per year and extended to staff with caring responsibilities not just childcare.

We have listened to Carer’s who told us they were using their annual leave to take their loved ones to hospital appointments – we have now had 5 days additional leave approved for staff who identify as Carer’s.

Brought in external facilitators to run a workshop on Supporting Working Carer’s to Thrive.

Produced a Carer’s Guidelines, stating: The University recognises that many of its employees will take on some form of caring responsibilities at some point in their lives. The following guidelines outline the support available to employees with carer responsibilities to assist them in achieving a sufficient balance between their work and caring commitments.

"Caring has evolved greatly, and affects people of any gender."

"I am still committed to my work, I just need a little flexibility."
SUPPORTING TRANS PEOPLE

OVERVIEW

Warwick has undertaken much work to improve the working and learning environment for all trans people at Warwick in recent years. There has been major refurbishments of toilet and changing facilities and complete re-signage of all gendered single occupancy toilets across campus to just ‘toilet’.

In the Silver submission, we committed to creating a web-portal bringing together information for staff and students who identify as trans/gender fluid or non-binary. This also acts as a one-stop hub for line managers and individuals who are supporting colleagues or family. This portal is now live and received over 1300 web hits since October 2018.

We have worked closely with the team working on Success Factors to ensure the new HR system includes a Gender Identity field, provides options for staff to select Mx as a title and ensures that where the preferred name field is filled in that this is used on all IT systems, ID badges etc.

A pronoun campaign launched in 2018 has been well received with many staff now using their preferred pronoun in email signatures, wearing pronoun badges. Staff are now more aware of removing gendered language on webpages, in documents and the removal of gendered titles on staff ID cards and in minute taking.

All HR policies have been revised to ensure they include gender-neutral language, and explicitly state: The policy applies to all employees and their partner regardless of the gender identity of the employee’s partner.

We are now able to collect data on Gender Identity and can therefore monitor recruitment and retention of staff who identify as trans. It is hoped this data collection will be extended to student data collection in the near future.
Why do you want to be an LGBTUA+ Supporter?

Human rights - full stop end of story. As an endocrinologist, I work with a diverse range of people who may have difficulties with sexuality or trans medical needs

What do you commit to do as an LGBTUA+ Supporter?

Discussion on trans issues from an endocrinologist’s perspective.

What do you commit to do as an LGBTUA+ Supporter?

Embrace gender neutral language and challenge inappropriate language. Challenge homophobic and transphobic behaviour.

Why do you want to be an LGBTUA+ Supporter?

My sons is trans and I feel that I have somewhat of an understanding of how difficult it can be in this community. I can also appreciate how others are often just not aware of the issues around LGBTUA+ and simply do not have opportunities to talk and learn and to better understand and empathise with any of the LGBTUA+ community.

The LGBTUA+ Supporter Programme has gone from strength to strength with well over 500 supporters now signed up.

Pledges made by staff and students are visible on the Warwick webpages, available to watch in a short video and in a guidance booklet launched in 2019.

Supporters are also visible by their trans of rainbow lanyards which have also attracted the attention externally at events and from overseas visitors.