

ATHENA SWAN CHARTER



ANNUAL REPORT 2017

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SUMMARY

The University of Warwick has been a member of the Athena SWAN Charter since 2009, and achieved Athena Silver Institutional status in 2013. In November 2016, a submission was made to renew the Institutional Silver award. This submission was made on the post-2015 ECU Athena SWAN application form, which, for the first time included professional and support staff and Trans staff, as well as academic, research and teaching staff. Silver status was retained for a further 12 month period, with the proviso that we re-submit within the next 12 months providing further detail on our data and any further developments. The institution will therefore resubmit in April 2018.

The Athena Charter was originally set up in 2005 to recognise and celebrate good employment practice for women working in Science, Technology, Engineering, Mathematics and Medicine (STEMM) in Higher Education, in an attempt to address gender inequalities within science disciplines. However in November 2014, the Equality Challenge Unit (ECU), who administer Athena, took the decision to amalgamate the Gender Equality Charter Mark (GEM) that had been trialled in 2013/14 with the Athena Charter Mark, and consequently, the Charter has now been expanded to include Arts, Humanities, Social Science, Business and Law departments (AHSSBL) alongside the STEMM disciplines. One significant change following the amalgamation is that awards are now valid for four years instead of three.

The Athena SWAN Charter has grown considerably, not only in the number of institutions and departments signing up to it, but in reputation within the HE sector and wider. There are currently 143 Athena SWAN members, holding 669 awards between them. Warwick is still only 1 of 15 institutions holding a Silver Athena Institutional award, and all STEMM departments hold awards at either silver or bronze level, along with WBS, CEDAR, Philosophy and Sociology all holding bronze awards.

Current Athena SWAN awards holders (June 2017)

All awards currently held:



These visuals present Athena SWAN data and refer to UK awards only. Due to developments in the awards criteria, data are presented from different time periods and for both pre-May 2015 and post-May 2015 awards.

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Full commitment to the Charter is enabling the University to raise its Equality, Diversity and Inclusion profile, both internally and externally.

This is the sixth Annual Report on Warwick's Athena work, which details the significant progress made on Athena initiatives since the University joined the Charter in 2009.

In 2016 the University's Equality Objectives were revised and agreed for 2016 – 2020. Athena work is embedded into the Equality Objectives so that Athena initiatives become firmly embedded into the culture of the organisation. The Equality Objectives for 2016 onwards also have gender related objectives in place and are in line with both the University Strategy and University Research Strategy, a progress report on the Equality Objectives is available via the Equality, Diversity and Inclusion [webpages](#). Work will continue to advance progression against the University's Athena initiatives, as well as work on other Charter Marks, such as the Race Equality Charter Mark and Stonewall Workplace Equality Index.

Examples of which include:

1. Ensuring the recruitment strategy is informed by diversity data by understanding the impact of internal and external changes (e.g. population of local community), so that everyone feels safe, valued and comfortable in their work environment. The measure of this success will be to improve the diversity of our staff cohort.
2. To investigate mechanisms to assist and support female academic and research staff return to work after maternity/adoption leave, especially those on fixed term contracts.
3. Embedding the principals of gender equality and Athena SWAN beyond the STEMM disciplines to the wider community – the measure of this success is to increase year on year the number of AHSSBL departments holding Athena awards.
4. To extend the principles of Athena to other protected characteristics by being mindful of intersectionality when exploring issues and developing solutions.

1. Principles of the Athena SWAN Charter

ECU's Athena SWAN's principles form the basis of the Charter. Following the expansion of the Charter in 2015, the Charter now recognises work undertaken to address gender equality more broadly, and not just barriers to progression that affect women, the consideration of intersectionality also now forms part of the criteria at institutional level, although departments are encouraged to also consider this.

ECU'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

The ten key principles of the Charter are:

- To acknowledge that academia cannot reach its full potential unless it can benefit from the talents of all.
- To 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.
- To commit to addressing unequal gender representation across academic disciplines and professional and support functions.
- Commit to tackling the gender pay gap.
- To 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.
- To commit to addressing the negative consequences of using short term contracts for the retention and progression of staff in academia, particularly women.
- Commit to tackling the discriminatory treatment often experienced by trans people.
- 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.
- 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 sufficient advance equality.
- All individuals have identities shaped by several different factors. To commit to considering the intersection of gender and other factors wherever possible.

The Athena SWAN Charter uses a methodology of self-assessment, peer review, and continuous progression, which is monitored by a 4 year action plan.

2. Governance and Network Group

Athena Working Group/Self-Assessment Team

The Warwick Athena Working Group meet termly during the 4 year validity of the Athena award. The membership included the Chairs of Faculties from STEMM and AHSSBL. Chaired by Professor Pam Thomas, Pro-Vice Chancellor for Research.

The Athena Working Group provides University-level strategy and reports to Senate and Council via the Equality and Diversity Committee (chaired by Provost Professor Chris Ennew) and directly to Steering.

The Athena Working Group have continued to meet regularly since the outcomes of the November 2016 submission in preparation to resubmit in April 2018. The constitution of the membership was renewed during the summer of 2017 to ensure fair representation across all departments and staff members, also allowing individuals to volunteer to form part of the Self-Assessment Team, as well as keeping a core membership to ensure consistency.

MEMBERS OF THE WORKING GROUP:

Claire Algar	Equality, Diversity and Inclusion Team
Sandra Beaufoy	Equality, Diversity and Inclusion Team
Gary Bending	Life Sciences
Paul Blagburn	Widening Participation
Elizabeth Blagrove	Psychology
Alex Buxton	Research Impact Services
Jo Collingwood	Engineering and Chair of Gender Taskforce
Ric Crossman	Statistics
Trudie Donnelly	Learning and Development
Emily Dunford	Postgraduate Rep
Sean Gallagher	Strategic Planning and Analytics
David Leadley	Physics
Gillian McGrattan	Human Resources
Lorna Moreton	Research Impact Services
Matt Nudds	Philosophy
Rachel Sandby-Thomas	Registrar
Kate Seers	WMS
Sharifah Sekalala	Law
Roger Singleton	Research Impact Services
Pam Thomas	Chair/PVC
Vasiliki Totsika	CEDAR

Charikleia Tzanakou	PAIS
Hope Worsdale	Undergraduate Rep

Responsibility for sections of the submission are divided between sub groups to ensure workload is not solely delegated to one person.

In addition, two sub groups have been set up to work on staff and student data.

Athena Network Group

The Athena Network group is an informal group with representation from all faculties including HR, and LDC. The group meet on a monthly basis where information sharing and best practise is communicated, and enables departments to provide updates on their Athena Action plans and/or progress. Historically meetings were held in a specific meeting room, from September 2017 the meetings are now to be hosted by departments, enabling them to invite members of their SAT to the meetings, demonstrate inclusion on their own submission and collaborative working with a wider range of departments, often outside of their faculty.

Since the expansion of the Charter Mark the Faculty of Social Sciences (FSS) also holds a termly meeting where best practise and information is shared. It is hoped to extend this format to the Faculty of Arts.

In June 2016 a new Athena biannual newsletter was introduced, the content includes:

- Best practise
- Warwick initiatives
- Athena related events
- How to start the Athena journey
- Quick wins

The Newsletters are distributed to departments and made available on the Athena webpages:
<http://www2.warwick.ac.uk/services/equalops/athena/athenaneletter/>

Sandra Beaufoy and Claire Algar from the Equality, Diversity and Inclusion team have both received training from the ECU and are now accredited Athena SWAN Panellists. This has enabled both Sandra and Claire to experience how submissions are rigorously considered and has enabled a clearer understanding of what other panellists are looking for when assessing a submission, this subsequently enables further guidance when supporting departments with their submissions.

Summary of Athena SWAN submissions

The academic year, 2016/17 has been extremely busy with Athena activities across all departments, the E,D&I team continue to support departments by attending their SAT meetings, reading draft submissions providing comments and suggestions prior to the final version being submitted to ECU.

The departments who submitted between April 2016 and November 2017 are:

TABLE 1: DEPARTMENTS WHO SUBMITTED FOR ATHENA AWARDS IN NOVEMBER 2016

Department	Level of award applied for	Award received
Chemistry	Gold	Silver
Philosophy	Bronze	Bronze
Statistics	Silver	Bronze Renewal
WMG	Silver	Bronze Renewal
Maths	Bronze	Bronze Renewal
Psychology	Bronze	Bronze Renewal
Politics	Bronze	Unsuccessful
Law	Bronze	Unsuccessful

TABLE 2: DEPARTMENTS WHO SUBMITTED FOR ATHENA AWARDS IN APRIL 2017

Department	Level applied for	Level Awarded
WMS	Silver	Bronze
Sociology	New Bronze	Bronze
IER	New Bronze	No Award
History	New Bronze	No Award

TABLE 3: DEPARTMENTS WHO SUBMITTED FOR ATHENA AWARDS IN NOVEMBER 2017

Department	Level applied for	Level Awarded
Warwick Business School	Silver	

TABLE 3: DEPARTMENTS INTENDING TO SUBMIT FOR ATHENA AWARDS IN APRIL 2018

Department	Level applied for	New or Renewal
School of Engineering	Silver	Upgrade
Computer Science	Bronze	Renewal
Politics	Bronze	New
Economics	Bronze	New
Life Sciences	Silver	Upgrade
Institution		
Institution	Silver	Renewal

Athena SWAN November 2016 round:

Submissions, awards and success rates



These visuals present Athena SWAN data and refer to UK awards only. Due to developments in the awards criteria, data are presented from different time periods and for both pre-May 2015 and post-May 2015 awards.

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3. Good practice Initiatives Implemented as part of the Athena SWAN process

As part of the continued efforts following the Institutional Silver Athena SWAN being awarded, there are a number of good practices and initiatives that have been put in place. The action plan is monitored on a regular basis and progress recorded against the Silver Action Progress Plan table.

Looking Back

Below are some initiatives that were implemented over the 3 year award period: 2013-2016

i. Milk Expression Rooms/Nursing Rooms:

Warwick now has three dedicated Milk Expression rooms available for nursing mothers who return from Maternity Leave and are still breastfeeding. Each room has appropriate facilities, including washing facilities, a refrigerator to keep the breast milk in as well as comfortable chairs for individuals to sit.



ii. Staff Carers Network

New Staff Carer's network formed in June 2015 has 28 members who meet on a monthly basis. By forming the network, and since inception the following initiatives have taken place:

- Survey conducted to inform Carer's Guidelines
- Buddy Scheme
- Carer's talk scheduled for June 2018
- Disability and Carer's Awareness Day scheduled for June 2018

iii. Conference Care Fund

Conference Care Fund has been in existence since 2012 and uptake has increased year on year. The fund initially allowed members of staff to claim £100 to cover child care expenses for individuals wishing to attend conferences, training and workshop attendance. This amount was increased in 2017 to £150 and enables individuals to claim twice per academic year.

iv. Women in Academia Workshop

In February 2016, a Women in Academia Workshop was held to construct ideas about what could be done to improve gender equality at Warwick in the short and long term. 20 academics at all levels attended the day long workshop, facilitated by Deputy Head of Council Viki Cooke. At the end of the event, conclusions and recommendations were voiced to Vice Chancellor, Stuart Croft.

v. Warwick Academic Returners Fellowship

The Warwick Academic Returners Fellowship was introduced in 2015 which provides funding to "buy out" teaching/admin duties for those who have taken Maternity Leave, the fellowship allows individuals to resume their research/set up projects and write publications/grants without addition teaching/admin workload.

vi. Gender Neutral Toilets

Since the expansion of the Charter Mark there is now an element of the Institutional level submission that includes Trans Staff and Students. The Vice Chancellor issued a statement advising that all new buildings on campus will now have Gender Neutral Toilets and work is underway where possible to change single occupancy toilets signage to become an all gendered facility.

vii. Unconscious Bias

An Unconscious Bias Moodle has been purchased and is accessible to all members of staff. This is supplemented by face to face training sessions on Unconscious Bias facilitated by LDC.

viii. Plotina

Warwick is one of the founding members of the Plotina Project, which is an international consortium on gender equality led by the University of Bologna. The tools produced by the project will be available on a sharing platform and will enable other institutions to tackle Gender Equality

ix. Share your Story

Production of a booklet profiling Warwick Staff who are juggling a work life balance, includes individuals with dependent children, caring responsibilities and same sex couples

x. Diversity and Inclusion Guidance

A new D&I Guidance booklet has been produced, which gives an insight into the work being undertaken by the E,D&I team, such as Charter Mark work, awareness events, staff networks etc. This is made available to all new staff via attendance to institutional induction events and a hard copy sent via internal post to all new staff within 4 weeks of their start [date](#)^[BS1].

i. “There’s more to Me”

Three videos have been produced showcasing the diversity of Warwick’s community. The main video “Showcasing Diversity at Warwick” highlights why staff and students think Equality and Inclusion is important and what it means to them. Another two shorter videos were also produced highlighting that there is more to an individual than meets the eye. All individuals are different and have hidden qualities, people should take time to speak with people rather than judge on first impressions – take time to learn about your own unconscious bias.

4. What is planned next?

Departmental support will continue and encouragement given to all AHSSBL to progress with Athena initiatives in working towards submission. The E,D&I team will continue to attend departmental meetings and support STEM and AHSSBL departments working towards a submission. Support will also continue where events are being held to raise awareness of Gender Equality and underrepresentation of male/females in AHSSBL and STEMM departments.

Warwick will continue to engage with the whole community in raising awareness of Gender Initiatives, Dignity at Warwick and ensuring that any individual is treated with respect regardless of any Protected Characteristic.

5. Actions and Initiatives over the next 4 years

- Gender Taskforce
- Gender Pay Gap
- Athena SWAN Toolkit – Getting started and progression through the levels of award
- Events
- International Womens Day
- Respect Event
- International Men’s Day
- Menopause Awareness Event
- Disability and Carer’s Event

i. Trans Awareness Guidance and Training

A Trans Awareness guidance has been produced to raise awareness and understanding of trans related topics and issues, so we can better support all colleagues and customers.

ii. Identify issues in relation to Gender as a result of Pulse 2018

Pulse results available in March 2018

iii. Evaluate Exit Interview Process within HR

iv. Safe Overseas Travel guidance for staff with Protected Characteristics

Safe Overseas Travel Guidance document aiming to raise awareness of potential issues and risks that staff who identify with one or more of the Protected Characteristics may encounter when undertaking overseas travel on behalf of the University.