



2019/2020

# Athena SWAN Annual Report

2019-2020

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## Glossary of Terms

STEMM – Science, Technology, Engineering Medicine, and Maths.

AHSSBL – Arts, Humanities, Social Science, Business, and Law.

GTF – Gender Taskforce.

A-S – Athena SWAN.

SAT – Self-Assessment Team.

SIC – Social Inclusion Committee

LGBTUA+ – Lesbian, Gay, Bi, Trans, Undefined and Asexual

# Introduction

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 Science, Technology, Engineering, Maths, and Medicine (STEMM) and Arts, Humanities, Social Science, Business, and Law (AHSSBL).
- professional and support staff.
- trans staff and students.

In relation to their:

- representation.
- progression of students into academia.
- journey through career milestones.
- the working environment for all staff.

## Athena SWAN Awards

There are three levels of award available to institutions and departments:

- Bronze
- Silver
- Gold



# Our Athena SWAN journey so far

Warwick originally signed up to the Charter in 2009, achieving Bronze status. We were successful in achieving a Silver award in 2013, which was retained at Silver level again in 2018.

Our ongoing commitment to Athena SWAN aligns very much with 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.*

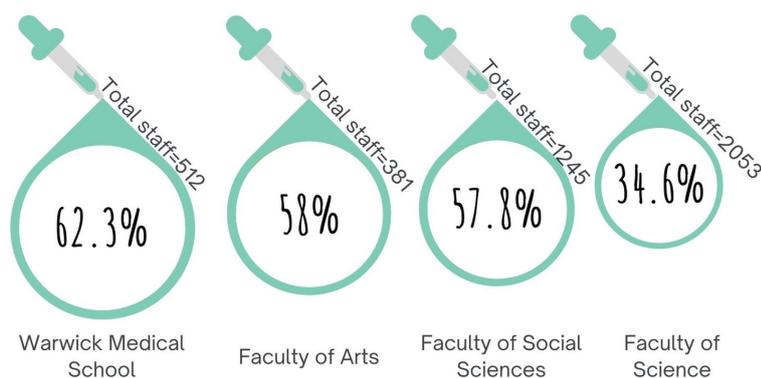
*Studying, working, and partnering with Warwick will be built on an exceptional experience, place, and quality of life, with soft boundaries between campus life and that of our neighbours, with easier and more sustainable commuting and travel, and ready access to training and development, wellbeing services, sport, and culture.*

Warwick holds an Institutional **Silver** award, with **six** departments holding **Silver** and **ten** departments holding **Bronze** awards, with more working towards their first submission.

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

Whilst Warwick has been committed for many years to identify issues and barriers in relation to gender equality we remain aware that there is still a long way to go.

## Proportion of female staff employed in each faculty



## Athena SWAN Institutional SAT

The Institutional Self-Assessment Team (SAT) was established in 2018. The role of the SAT is to oversee the University-wide activities towards gender equality and oversee the institutional Athena SWAN application. The Group reports to Senate via the Social Inclusion Committee.

The Athena SWAN SAT is Chaired by Professor Kate Seers (Director of Warwick Research in Nursing, WMS) with Professor Georgia Kremmyda (Engineering) as Deputy Chair.

Membership of the SAT includes the Registrar as one of the Exec Sponsors for Gender, the Chair of the Gender Taskforce, representatives from each faculty, and a number of staff and students from key departments.

A number of sub-groups have been formed to focus on particular sections of the existing action plan and provide data analysis.

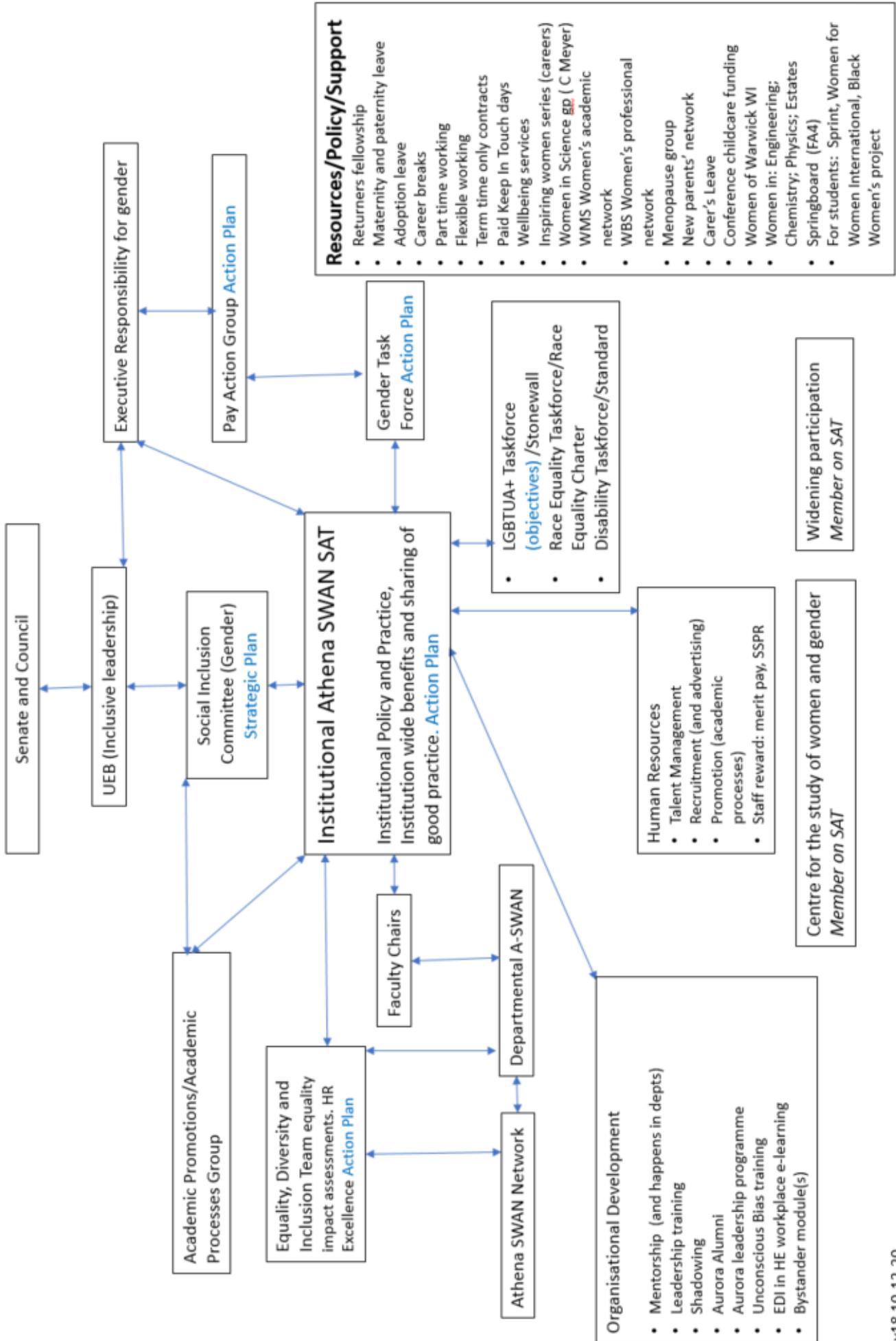
The Institutional submission is due to be renewed in 2023.

The SAT meets every two months, with a smaller subcommittee meeting every other month to progress actions and discuss priorities for future meetings.

Priorities and Initiatives that were undertaken during 2019/20:

- A mapping exercise to understand where all gender equality work is being undertaken across the institution (see page 6).
- Subgroups analysed sections of the current action plan to report on progress to date, revising actions where necessary.
- Worked closely with HR in relation to employee lifecycle issues – such as – recruitment – advertising academic posts as part-time and increased job share opportunities, Exit interviews.
- Receive annual reports from Faculty Boards providing updates on departmental Athena progress.
- Communication plan for Athena SWAN at Warwick.
- Consultation on Advanced HE's response to the [Buckingham report](#) – The Future of Athena SWAN.
- The impact on staff with Caring Responsibilities during the Covid-19 Pandemic.

# Mapping Gender Equality work at Warwick 2020



# Warwick Award Holders

## Bronze Award Holders

- CEDAR - April 2016
- Computer Science - November 2019
- Institute for Employment Research - November 2018
- Law - November 2018
- Maths - November 2016
- Philosophy - November 2016
- Psychology - November 2016
- Sociology - April 2017
- Statistics - November 2016
- WMG - November 2016
- PAIS - April 2018

## Silver Award Holders

- Chemistry - November 2016
- Engineering - April 2019
- Life Sciences - November 2017
- Physics - April 2017
- WBS - November 2017
- WMS - April 2019

# GENDER TASK FORCE

The Gender Taskforce was set up in 2017 to address issues impacting on gender imbalance at the University, to make sure that we can make the best use of all the talent available, and that individuals and the University feel the benefit of this.

The Gender Taskforce (GTF) meets twice termly, with its members serving as departmental GTF Champions and acting as a communication channel with the wider Warwick community.

Membership of the Task Force consists of 16 core members and includes cross-faculty representation, staff at various levels of seniority, in both academic and professional service roles.

## During 2019/20, GTF...

GTF Chair represented Warwick at two international meetings on how to close the gender gap in STEM

Collaborated with the A-S SAT to contribute FAQs to support "Academic Promotions in regard to the Pandemic

GTF Chair contributed an article on the Gender Pay Report, published on the [UEO Provost Blog Page](#) in Sept 2020

Catalysed a Promotion Advisors scheme, providing an additional point of contact for promotion candidates seeking additional support and guidance during the 2021 promotions process.

Encouraged senior staff to volunteer as Promotion Advisors, to provide a point of contact for promotion candidates who will welcome additional support and guidance during the 2021 promotions process.

Worked closely with Organisational Development on two institution-wide surveys to understand the impacts of the COVID-19 pandemic on Warwick staff.

Proposed focus groups in spring 2021 to address some of the challenges identified in the surveys

# Athena Swan transformation

In April 2018, Advance HE commissioned a review of the Athena Swan Charter in the UK, recognising the need for it to be fit for the future, while maintaining rigour and credibility, and reducing the administrative workload for applicants.



## Key messages taken into consideration during the review process:

- Athena SWAN should continue to be a major driver of gender equality practice in the UK higher education sector.
- It is timely for the Charter to change to address concerns raised by colleagues across the sector.
- The application process must be streamlined and the administrative burden on staff, particularly female staff, reduced.
- The assessment process must ensure consistency and transparency of award outcomes to have the confidence of the sector.
- The important role of positive and supportive cultures in driving gender equality must be a key part of the assessment.
- The Charter must embrace the wider definition of gender.
- Advance HE must provide more training and support for Athena SWAN applications.
- The governance structure must ensure that the Charter is owned and led by the sector.

## Recommendations

A number of recommendations were made, which include:

- The Athena SWAN Charter continues to focus on gender equality but that it broadens its scope to reflect gender as a spectrum, rather than focusing on the binary definition of men and women.
- The application process allows applicants to address issues relating to the intersectionality of gender with other protected characteristics in their action plans as appropriate
- The Charter rebrands as Athena Swan (as opposed to 'Athena SWAN') to reflect the expansion beyond STEMM subjects.
- Institutional awards focus on institutional policy and practice; the action plan should be designed to bring about institution-wide benefits and to spread good practice. Departmental awards focus on i) the implementation of institutional policy at departmental level, ii) departmental policies/practices and iii) culture and leadership.
- Advance HE develops an on-line application process with access via a dedicated portal.
- Advance HE and JISC create an on-line data resource accessed via the portal described above, enabling institutions to download, cut and analyse EDI data collected centrally by HESA, OfS, UCAS and SFC.

Despite the challenges of the Covid-19 Pandemic, Advance HE has begun the developmental work to deliver a holistically transformed Charter by early 2021.

Additionally, since the publication of the [independent review](#) of Athena SWAN, Advance HE have identified specific, short-term changes which can be made immediately:

- From April 2020 , the five-year award period will begin from the date on which the result is communicated to the applicant, rather than from the date of submission as previously.
- A streamlined renewal process is available for use by applicants from the November 2020 round onward which focuses on progress made against the previous action plan.
- The immediate extension of all future awards to five years.
- An automatic one-year extension for all existing award-holders.
- A new process for remote developmental review of draft institutional applications.
- The establishment of the Athena Swan Governance Committee (ASGC).

We are expecting to hear regular updates on progress in light of the recommendations and will inform departments as soon as these come through. Colleagues can monitor for updates on the [Advance HE webpages](#).



If you would like to contribute to future Athena Reports please drop us an email at [Equality@warwick.ac.uk](mailto:Equality@warwick.ac.uk).

Tell us your success stories, best practice initiatives or award images etc.