

# ATHENA SWAN CHARTER



## ANNUAL REPORT 2016

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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 as well as academic, research and teaching staff now also includes professional/support staff and Trans people; Results of this 2016 submission will be known in April 2017.

The 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 now 143 Athena SWAN members, holding 617 awards between them. The University of Warwick is still only 1 of 13 institutions holding a Silver Athena Institutional award, and all STEMM departments hold awards at either silver or bronze level, along with WBS and CEDAR both holding bronze awards.

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

This is the fifth 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 set for 2016 - 2020, Athena is embedded into the Equality Objectives so that Athena initiatives become firmly entrenched 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. 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.

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 an action plan.

## **2. Governance and Network Group**

### **Athena Steering/Working Group**

The Warwick Athena Steering Group met termly during the 3 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 People and Public Engagement, later to become Pro-Vice Chancellor for Research.

The Athena Steering Group provides University-level strategy and reports to Senate via the Diversity and Inclusion Committee and directly to Steering.

During 2016, leading up to the renewal of the Institutional submission a subsidiary of the Steering Group was formed to become the Athena Working Group who led on the submission.

#### **Members of the Working Group:**

Claire Algar – Diversity and Inclusion

Sandra Beaufoy – Diversity and Inclusion

Gary Bending – Life Sciences

Paul Blagburn – (Outreach), SROAS

Elisabeth Blagrove – Psychology

Samuel Cole – Strategic Planning and Analytics

Maureen Freely – English Department

Simon Gilson – Modern Languages

Yvette Harris – Arts Centre

Brian Karanja - Strategic Planning and Analytics

Gillian McGrattan – HR

Leise Perrin – Research and Impact Services

Alison Roger – Chemistry

Kate Seers – WMS

Pamela Thomas – Chair of the Working Group, Pro – Vice Chancellor

Paul Thornalley – WMS

Vasiliki Totsika – CEDAR

Charoula Tzanakou – Politics

Annie Young – WMS

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

## 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.

Since the expansion of the charter mark the faculty of Social Sciences also holds a termly meeting where best practise and information is shared.

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/athenanewsletter/>

Sandra Beaufoy and Claire Algar from the Diversity and Inclusion team have both visited the ECU Offices to observe a panel and signed up to be panellists for assessing Athena Applications. After observing the panel Sandra and Claire produced a document highlighting hints and tips from their experience of the panel observation and discussed this at many of the Athena network and departmental meetings providing an overview of how the panel conduct a review of a submission.

### **3. Summary of Athena SWAN submissions**

2016 has been extremely busy with Athena activities across all departments, the Diversity and Inclusion 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 in April 2016 were WMS, Economics and CEDAR. The table below shows the level of award applied for and the outcomes:

Table 1: Departments who submitted for Athena Awards in April 2016

<b>Department</b>	<b>Level applied for</b>	<b>Level Awarded</b>
WMS	Gold	No award, given 12 months grace to reapply
Economics	New Bronze	No award granted
CEDAR	New Bronze	Bronze awarded

In November 2016, there were 9 departments who submitted for either a new or renewal of an award at various levels, this included Physics who were awarded a Silver Juno and later submitted to Athena to convert to an Athena award. The Institutional submission was also submitted in November 2016.



Table 2: Departments who submitted for Athena Awards in November 2016

<b>Department</b>	<b>Level applied for</b>	<b>New or Renewal</b>
Chemistry	Gold	Upgrade from Silver award
Philosophy	Bronze	New Award
Statistics	Silver	Upgrade from Bronze Award
WMG	Silver	Upgrade from Bronze Award
Maths	Bronze	Renewal
Psychology	Bronze	Renewal
Politics	Bronze	New Award
Law	Bronze	New Award
<b>Institution</b>	<b>Level applied for</b>	<b>Level Awarded</b>
Institutional Renewal	Silver	Silver renewal

Table 3: Departments intending to submit for Athena Awards in April 2017

<b>Department</b>	<b>Level applied for</b>	<b>New or Renewal</b>
WMS	Silver	Silver renewal
Sociology	Bronze	New Award
History	New Bronze	New Award
IER	Bronze	New Award

## 4. Good practise 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 practises 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. (See appendix 1).

Below are some initiatives that have been implemented over the last 3 years:

### i. Milk Expression Rooms:

Warwick now has three dedicated Milk Expression rooms available for nursing mothers who return from Maternity Leave and are still breastfeeding.



### 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:

- Coventry Carer's visited to give a talk and discuss the support available to staff with caring responsibilities
- Invited Macmillan who gave a talk on supporting individuals who have been diagnosed with Cancer, this was also provided to HR Advisors and Managers on supporting staff in the workplace with a Cancer diagnosis
- Created a dedicated webpage providing resources and signposting to internal and external support systems
- Gathered information and discussed the need for a Carer's Policy/guidance for line managers

- Invited the University Counselling service and Occupational Health along to give a talk on resources available to staff
- Mindfulness Session held at Westwood

### iii. Conference Care Fund

Conference Care Fund has been in existence since 2012 and uptake has increased year on year. The fund allows members of staff to claim up to £100 to cover child care expenses for individuals wishing to attend conferences, training and workshop attendance. The table below shows the take up of the fund:

Table 4: Conference Care Fund

Academic Year	Number of Claims	Gender	Total Amount Requested	Total Amount Paid
2012/13	9	9 x F	£784.55	£660.30
2013/14	7	7 x F	£419.00	£261.12
2014/15	22	4 x M 18 x F	£2,141.00	£1,244.00
2015/16	14	3 x M 12 x F	£1,345.55	£1,046.55

\*As at Sept 2016. M = Male, F = Female (some claims not received and some pending through payment system).

### 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. Following the workshop Provost, Christine Ennew has released a Gender Statement and established a Gender Taskforce under her leadership which is due to meet again in March 2017.

### 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 designed and is accessible to all members of staff.

## viii. Plotina

Warwick is the founding member of the Plotina Project 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

## 5. What is planned now?

Departmental support will continue and encouragement given to all AHSSBL to progress with Athena initiatives in working towards submission. The Diversity and Inclusion team will continue to attend departmental meetings and support STEM and AHSSBL departments working towards a submission or contemplating submitting. Support will also continue where events are being held to raise awareness of Gender Equality and underrepresentation of male/females in AHSSBL and STEM 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.

Any remaining outstanding actions will have been absorbed into the November 2016 action plan.