

EDC16D005

Title: Athena SWAN – Report on Progress and Next Steps
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Issue

To inform the Committee of progress within the Athena SWAN initiative pursuing gender equality in all subjects at UEA

Recommendation

The Committee is asked to note content for information

Resource Implications

None for the Committee to agree at this stage.

Risk Implications

Achievement within this framework to Silver standard is linked to a range of funding. Athena SWAN is viewed as robust evidence by a number of funding bodies, demonstrating activity supporting equality. Additionally, REF 2020 is likely to require evidence that all Schools are involved in Athena SWAN to a minimum of Bronze standard.

Equality and Diversity

The focus of this initiative is the pursuit of gender equality within all subjects following the widening of this initiative to Arts, Humanities, Social Sciences, Business and Law subjects in May 2015.

Timing of decisions

n/a

Further Information

The first paper to the Committee about Athena SWAN was in November 2011 addressing the question of membership (EDC11D001)

Background

Athena SWAN is a framework, very widely adopted within the Higher Education Sector originally as a means of progressing equality for women in STEMM subjects. Following the widening of this initiative to all subjects from May 2015, gender equality as a whole is now the focus. Achievement within this framework has recently been linked to funding streams, principally from the NIHR, with HEFCE and RCUK also making clear statements about the need to evidence progress in equality as part of funding applications/awards. Most recently it is believed that REF 2020 will link evidence of Athena SWAN to Units of Assessment.

Athena SWAN – Report on Progress and Next Steps

1. Current Position

Since the last Equality and Diversity Committee in May 2016, it has been confirmed that the Bronze submissions put forward in the April 2016 round for the Schools of Chemistry (CHE) and Politics, Philosophy, Language and Communication Studies (PPL) were successful. The submission from PPL was the first at UEA to be successful under the post-May 2015 broadened framework and is also the first School in the Faculty of Arts and Humanities to receive an Athena SWAN Award. Feedback for these submissions is expected by the end of November 2016. Marie-Noelle Guillot, Senior Lecturer from PPL will collect the awards for both Schools at an event being held at the University of Liverpool in December 2016.

Unfortunately, a third submission made in the April 2016 round for the School of Economics (ECO) was unsuccessful and detailed feedback and a preliminary meeting with the School has taken place with the aim of making a resubmission in 2017.

The University has so far achieved a Bronze and Bronze (Renewal) award at University level, 11 Bronze awards at School level and a Silver School award.

The Schools of Biological Sciences, Health Sciences and Pharmacy are currently preparing submissions for Silver awards in November 2016.

The current plan of submissions and renewals is shown below for 2016 – 2018, although a degree of flexibility has to be retained to allow for postponing a submission to create a better chance of success or the inevitable occasional fail/submission:

October 2016 Forward Planning						REF?		
FACULTY		30/11/2016	30/04/2017	30/11/2017	30/04/2018	30/11/2018	30/04/2019	30/11/2019
UEA					SSSS			
SCI	BIO	SS??			®			
SCI	PHA	SS??			®			
SCI	ENV		BB??	®				
SCI	MTH				SS??	®		
SCI	CMP				SS??	®		
SCI	CHE							
FMH	MED			SS?	®			
FMH	NSC (HSC)	SS??		®				
FMH	RSC (HSC)			®				
SSF	PSY		SS??		®			
SSF	ECO		BB??	BB??				
SSF	LAW				BB??			
SSF	DEV						BB??	
SSF	EDU					BB??		
SSF	NBS					BB??		
SSF	SWK						BB??	
HUM	PPL							
HUM	AMA			BB??				
HUM	HIS						BB??	
HUM	LDC					BB??		
Number of rounds:		1	2	3	4	5	6	7
B	=Bronze							
S	=Silver							
®	=Renewal							

2. Sector Results

Nationally, there was a 60 per cent success rate for applicants using the post-May 2015 criteria, which was up from 56 per cent in the previous awards round.

In total, 158 Athena SWAN Charter applications were submitted in the April 2016 round. The 100 successful awards represents an overall success rate of 65 per cent, and are broken down into 72 Bronze awards, 24 Silver and two Golds.

The University of Southampton received a Silver institution award, bringing the total number with this award to ten universities.

3. Athena SWAN Assessment Panels

The Equality Office has continued its engagement with the Athena SWAN Assessment Panels by acting as Panel Chairs for the April 2016 round which took place in London.

Pascale Gallagher and Katie Large, who are supporting the Norwich Medical School and Faculty of Science respectively also participated in panels, with Pascale acting as a panellist and Katie as an observer.

Panel experience provides useful context to the submission process and is valuable to support the work which continues across the University on Athena SWAN.

4. Athena SWAN Central Steering Group

The Athena SWAN Central Steering Group took place in July. Updates included:

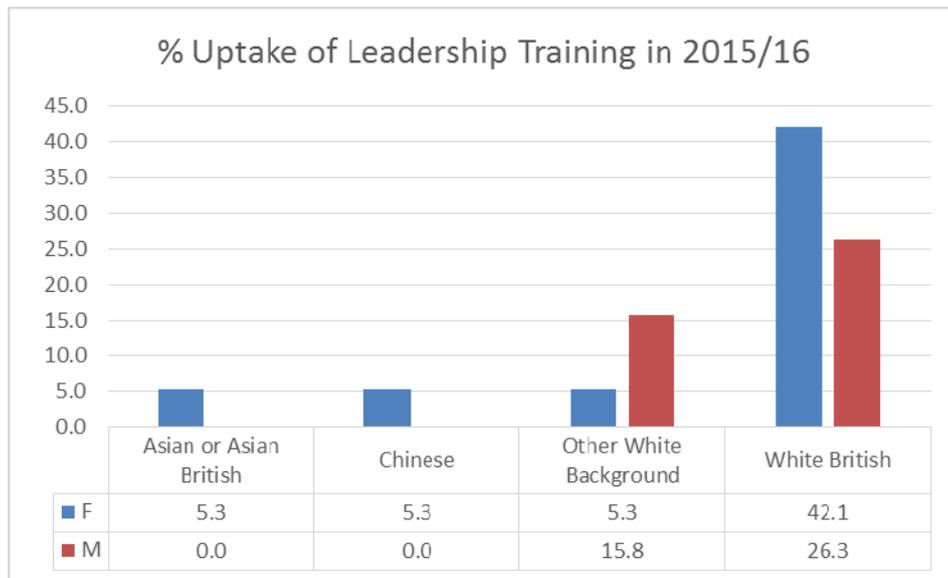
- Athena SWAN Submission Plan
- SCI Faculty Update
- Good Practice Examples from Silver Submissions
- Analysis of Post-May 2015 Bronze successes
- Internal Guidance Document for Bronze and Silver Submissions (Post May 2015 framework)

While the Central Steering Group meetings have been useful to date, the addition of more Schools to the framework requires us to adopt a different approach. Paper EDC16D006 outlines proposed changes to the group. The Central Steering Group will be led during 2015-16 by the new Pro-Vice Chancellor (Research), Professor Fiona Lettice of Norwich Business School.

5. Aurora Leadership Programme

5a. Process: A meeting took place in September between Prof. Jacqueline Collier (PVC – SSF/UEA Aurora Champion), Amanda Giles (Head of CSED) and Helen Murdoch (Head of Equality and Diversity) to clarify the process for applications to participate in Aurora. It was agreed that a central web page would be created with guidance for Schools on how to make these applications. This is in hand and the page/guidance will be finished during November/December 2016 ready for Schools to use in future Aurora applications.

5b. Data: Uptake of the UEA's Leadership Training is given below for the academic year 2015/16.



- In total 19 staff participated in CSED Leadership Training. Of these, 11 were female, and of these 8 were academic staff. 8 men participated in total of which 6 were academic staff. The majority (13 in total) were White British (eight women, five men). Of the other participants, two (both women) were from minority ethnic backgrounds and four (1 woman, three men) were from 'Other White Backgrounds'.

It is recommended that this information be collated on an annual basis in future to help us quantify the impact of positive action messages about career development to female academic staff.

Helen Murdoch/Matthew Gooch
October 2016