

Examples of Good Practice

- Effective communication internally and externally
- Early career support to staff
- Personal Development Reviews – CV advice, promotion workshops, use of Academics Promotions Master-class
- Champions of activities
- Strong commitment & ambition of School
- Engagement of all the staff – no leaky pipeline
- Aligning Athena SWAN to the School and University strategies.
- Positive Action Statements on job adverts to encourage women to apply
- Female representation on senior management committees and decision-making boards (for example, interview panels)
- Encouragement and use of training opportunities and induction schemes
- Mentoring schemes
- Effective workload model with key considerations for teaching, research, knowledge transfer and administrative duties
- Annual career events and links with specific women groups (for example WISSET)
- Flexible working
- Support for women on maternity and communication whilst they away on leave
- Support for staff on career breaks

Why do want Athena SWAN Accreditation?

- The charter demonstrates the commitment to gender equality, good management practice and the advancement and promotion of careers of women in STEMM.
- Awards enhance both internal and external reputation with the development of initiatives to bring about longer term cultural change which will benefit all staff.
- The Department of Health has linked funding for the NIHR Biomedical Research Centres and Biomedical Research Units to a requirement that the academic partner has achieved a Silver Athena SWAN Award ... Other funding bodies may follow suit!

When do we apply?

There are two rounds of Awards each year. Submission deadlines are 17:00 on the last working day of April or November.

You must send your letter of endorsement, submission document and action plan by email.

University Support

Dr Helen Ryder is the Athena SWAN Coordinator.
Email: helen.ryder@manchester.ac.uk
Phone: 0161 306 5879
Location: G035, John Owens Building

The Equality and Diversity Team will also be happy to provide advice, support and guidance.
equalityanddiversity@manchester.ac.uk



Charter for Gender Equality

**Representation,
progression and
success for all**



The University of Manchester

www.manchester.ac.uk/athenaswan
<http://www.ecu.ac.uk/equality-charters/athena-swam/>

Athena SWAN

The Athena SWAN Charter was established by the Equality Challenge Unit in 2005 to encourage and recognise commitment to advancing the careers of women in Science, Technology, Engineering, Mathematics and Medicine (STEMM) employment in higher education and research.

In May 2015 the Charter was expanded to include non-STEMM Schools, professional and support staff, technical staff, and trans staff and students. The Charter now also recognises work undertaken to address gender equality more broadly, and not just barriers to progression that affect women.

All the awards work towards equality of opportunity and are committed to evidencing a real culture change within the University and its individual Schools.

There are ten Athena SWAN principles:

- Recognise talents of all
- Advance gender equality
- Recognise disciplinary differences
- Tackle the gender pay gap
- Remove obstacles
- Address short-term contracts
- Tackle discrimination against trans people
- Demonstrate senior commitment
- Make structural and cultural changes
- Consider intersectionality

The University of Manchester was awarded a Bronze University Award in September 2008 and this was renewed in November 2011 and 2014.

Awards – Valid for 3 years

BRONZE: It's all about the planning ...

- Planning work towards equality of opportunity
- A commitment to culture change



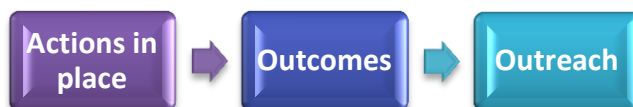
SILVER: It's all about the doing ...

- Doing work towards equality of opportunity
- Evidence of a real culture change
- Impact of activity



GOLD: It's all about the sustaining ...

- Sustained & well-established work towards equality of opportunity
- Evidence of a real culture change with initiatives
- Impact of activity & community activity (Beacon status)



Which Schools hold Awards?

The University of Manchester has 15 STEMM Schools and currently* holds six Silver Awards and nine Bronze Awards.



Faculty of Life Sciences
Manchester Pharmacy School
School of Chemical Engineering and Analytical Science
School of Dentistry
School of Chemistry
School of Psychological Sciences



School of Computer Science
School of Earth, Atmospheric and Environmental Sciences
School of Electrical and Electronic Engineering
School of Materials
School of Mathematics
School of Mechanical, Aerospace and Civil Engineering
School of Medicine (6 Institutes + Manchester Medical School)
School of Nursing, Midwifery and Social Work
School of Physics and Astronomy

* As of October 2015.