

The School of
Mathematical and Physical
Sciences of the University
of Reading

Athena Swan Silver Award holder

Award to **School**, not Department

It took two attempts...

2009 – data tables and analysis, but little in terms of plan of action, excitement and determination – **turned down**

2010 – data tables and analysis, but also a detailed and streamlined plan of action – **awarded**

What do Athena SWAN award recognise?

- **Bronze department**
 - identified particular challenges
 - planned activities for the future
- **Silver department**
 - significant record of activity and achievement
 - demonstrating impact of implemented activities
- **Gold department**
 - significant sustained progression and achievement
 - beacons of achievement in gender equality
 - champions of Athena SWAN and good practice

Actions we took

- Management of parental leave and return to work after leave
- Flexible work arrangement
- Research/early career staff forum
- Clear promotion procedures (Research Staff Development Prompter Form for mentors)
- Monitoring of visibility opportunity at all levels
- Integrated action with University R&E and HR

Actions in progress

- Flexible working page on our website
- Maternity form – check for mentors
- Research staff workshops – examples of career progression combined with flexible working
- Highly prestigious talks by women
- Workshop on unconscious gender bias in academia

Resulting initiatives that benefit all

- School and Departmental meetings between 10-3 whenever possible
- Workshops for Grade 6-7 promotion
- More active mentoring of research staff leading up to promotion applications
- Better support for home and flexible working (IT etc) – introduction of formal KIT days
- Continually raising awareness: more training for PIs and mentors

Some more “exclusive”

Examples of school forms

Research Staff Development Prompter

To the Line manager: Please suggest areas your researcher might contribute to in the "Line manager" column, and comment on these in the box at the bottom of the second page (suggested activities to broaden the reviewee's skills and expand their experience and or provide a clear demonstration of the acquisition of further responsibility or

Comments on possible External contributions (for staff member/reviewer):

3. Research (in addition to the University SDR)	
• Supervising Summer Projects – Nuffield, Department, Work experience, University funded scheme	
• Preparation for funding (Research Council or University Workshops, discussions with RES)	
• Applying for travel funds from the University REIT/ Royal Society / LMS/ other	
• Applying for funding to support visitors, summer projects and other limited time scale programmes	
• Applying for a small grant for a short piece of work to build research momentum	

Example of school forms

School of Mathematical and Physical

Example: checklist

CHECKLIST FOR STAFF AND THEIR LINE MANAGERS

Task / Responsibility	Staff taking leave	Line Manager / PI / HoD
<p><u>Communicating your leave:</u></p> <ul style="list-style-type: none"> • Notification of HR and Line Manager • Line Manager or HoD to announce this to others in the group / department explaining cover arrangements and email absence (discuss timing with the staff member). • Discuss with PI and other members of your group arrangements for group leadership while away (staff/line manager) • Make arrangements with colleagues in Reading or elsewhere for responding to proposal or paper reviews that arrive in your absence (staff) • Completion of Expectant mothers' risk assessment form at the start and on return (for mothers only) 		

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Silver Award renewal in 2013

NEED TO TAKE EVERYBODY ON BOARD!

Nov 2012: Culture analysis – survey for all

Dec 2012/Jan 2013: Analysis of data from survey and monitoring statistics, development of narratives, identification of key issues for discussion by focus groups

Feb 2013: Focus groups, drafting of narratives and action plan

May 2013: feedback from focus groups on action plan