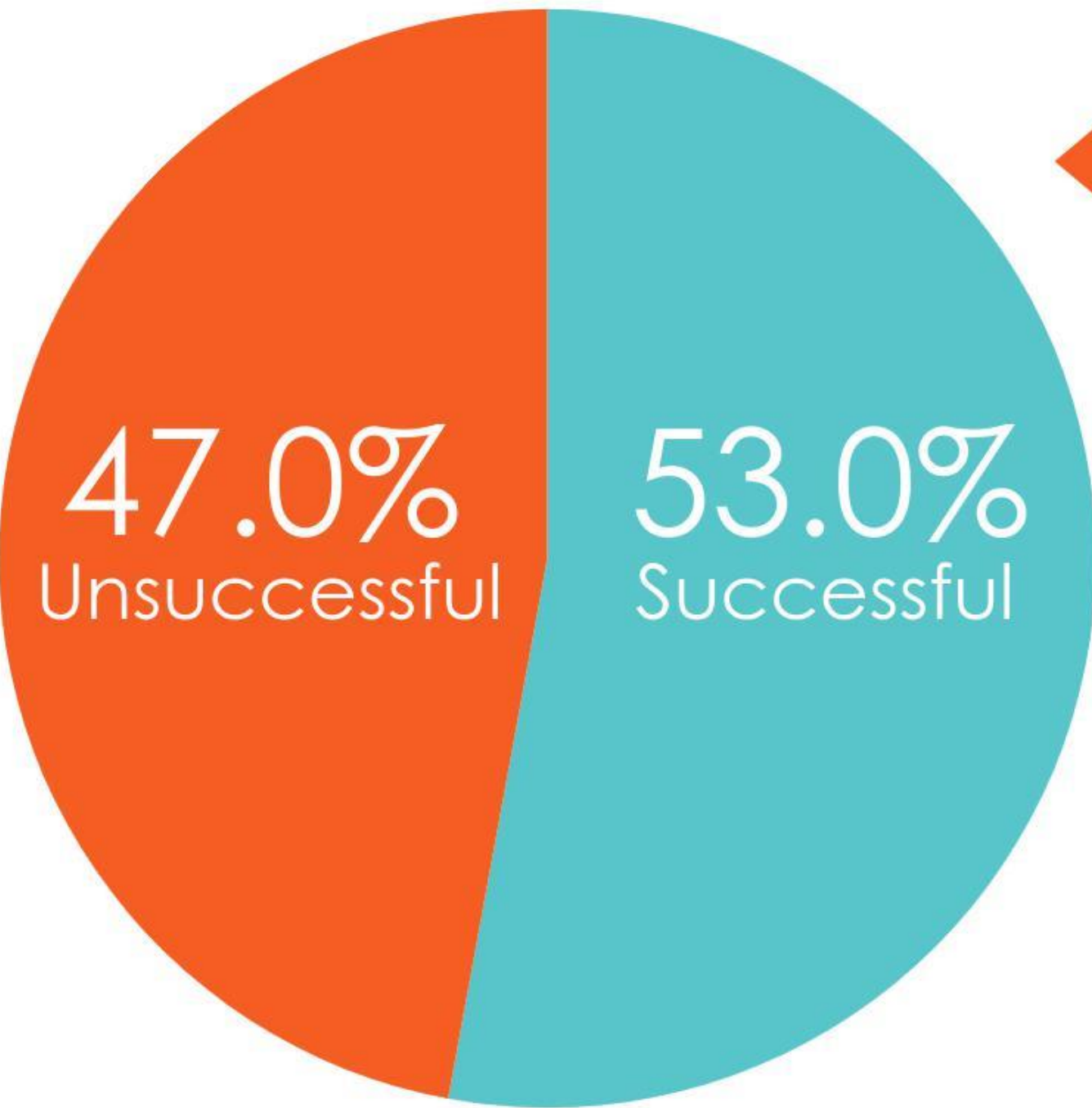# Bronze Award

Our Journey to date.

- Dr Lucy Jones, Vice-Dean of the Faculty of Science, Engineering and Computing at Kingston University
- University Gender Equality Champion
- Lead for Athena SWAN at Kingston University
- Successfully led Bronze application for the Institution Award in April 2017
- Supported the School of Life Sciences, Pharmacy and Chemistry Department submission in November 2017

Athena SWAN Charter is run by the Equality Challenge Unit, who also run the Race Equality Charter

- Recognising advancement of gender equality: representation, progression and success for all.

- ECU's Athena SWAN Charter was established in 2005 to encourage and recognise commitment to advancing the careers of women in science, technology, engineering, maths and medicine (STEMM) employment in higher education and research.

- ECU's equality charters aim to transform gender and race equality in HE.
- These programmes are catalysts for change – encouraging higher education institutions, research institutes and others to transform their cultures and make a real impact on the lives of staff and students.

- ECU's Athena SWAN Charter is to help the higher education sector address the continuing underrepresentation in higher education and the underrepresentation of women at senior levels and in certain subjects.

Submissions and success rates for Athena SWAN Bronze awards

47.0% Unsuccessful

53.0% Successful

Bronze applications

Submissions: 347

184 Successful

163 Unsuccessful

53.0% Success rate

ECU GENDER CHARTER

Athena SWAN

These visuals present Athena SWAN data and refer to UK awards only. Data are presented for all rounds since the introduction of the Post-May 2015 criteria (November 2015 round results). Data includes both Pre-May and Post-May criteria awards and submissions.

#ECUstats

Current Athena SWAN department award holders

399
Bronze award holders

178
Silver award holders

10
Gold award holders

Athena SWAN

Equality Challenge Unit

These visuals present Athena SWAN data and refer to UK awards. Data includes both Pre-May and Post-May criteria awards and submissions. Information correct as of 6 October 2017.

#ECUstats
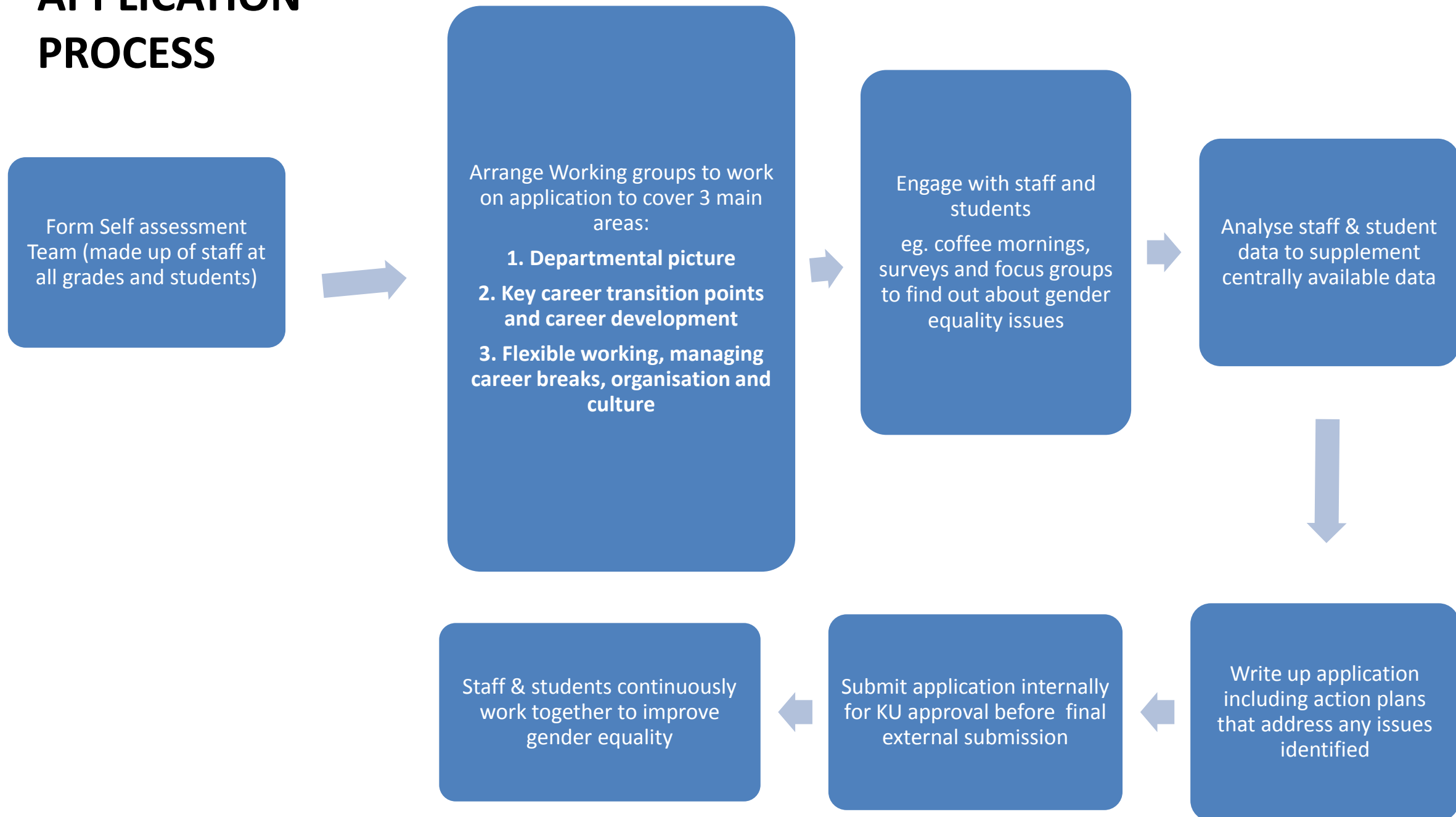
Planning the journey.

- AS **Department vs Institution** Awards

– similar staff data and organisation and culture sections

 – big difference is extensive student and course data is required in department application

- **Department is a loose term**, for the institution what is the correct organisational unit, to enable all schools are able to apply (preferably each unit has more than 15 academic staff and the Head has decision making power e.g. budgets & policy)

- **Timescale** – submission to the ECU is November or April, department needs to confirm 2 months before, usually takes about a year to prepare the application

APPLICATION PROCESS

Form Self assessment Team (made up of staff at all grades and students)

Arrange Working groups to work on application to cover 3 main areas:

1. Departmental picture

2. Key career transition points and career development

3. Flexible working, managing career breaks, organisation and culture

Engage with staff and students

eg. coffee mornings, surveys and focus groups to find out about gender equality issues

Analyse staff & student data to supplement centrally available data

Write up application including action plans that address any issues identified

Submit application internally for KU approval before final external submission

Staff & students continuously work together to improve gender equality

Steps along the way.

- **SAT** – important to get a representative mix and staff who will commit to do the work
- **Data** – most time-consuming part, most institutions do not have good HR data.
- **SMART Action Plan** that links to analysis of the data is the key to a successful application
- Use **Equality and Diversity team** support
- Find **critical friends** who will give feedback on your application

Lessons Learnt from Life Sciences Pharmacy and Chemistry at Kingston University:

- Getting good data was the biggest issue
- The application takes longer than you think
- Divide the application among working groups
- Use Sharepoint/Data Box/Drop Box to aid collaboration
- Have regular SAT meetings and get senior commitment
- Engage all the staff and students in the department
- Manage expectation