

## SWAN Summary – April 2018

### What is Athena SWAN?

The Equality Challenges Unit'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. In May 2015 the charter was expanded to recognise work undertaken in arts, humanities, social sciences, business and law (AHSSBL), and in professional and support roles, and for trans staff and students.

***The charter now recognises work undertaken to address gender equality more broadly, and not just barriers to progression that affect women.***

The 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

### Why is SWAN so important?

Working towards a SWAN award and implementing the action plan has motivated BU to scrutinise data and examine policies, practices and cultural norms to make the working environment more equitable, flexible and productive for everyone. In addition, the SWAN work is important:

1. To widen the talent pool by ensuring BU has access to the *whole* population in order to avoid a wastage of skills and missing out on opportunities for talented individuals to contribute key ideas, research and teaching to the future development of the University and society as a whole.
2. In some research areas future funding is already / is likely to be tied to an institution's commitment to Athena SWAN (such as the National Institute for Health Research and Research Councils UK).
3. As a means of confronting existing exclusionary structures, processes and practices that contribute to continuing inequalities in Higher Education.

### SWAN Steering Group – 1 May 2018

This was the second meeting of the SWAN Steering Group, chaired by Dr Sonal Minocha. Apologies were received from Prof Keith Phalp and Jim Andrews. All other members were present (Julie Northam, Dr James Palfreman-Kay, Karen Parker, Frances Hawkhead). Elaine Warriner (Internal Comms Manager, M&C) was welcomed as a new member to the group. The internal comms plan was approved and is now being implemented.

The group discussed the recommendations from the SWAN SAT and agreed to take forward actions concerning:

*Support for parents and carers:*

- the onsite nursery (in terms of opening/closing times and student/staff discounts);

- raising managers' awareness of HR policies including flexible working, maternity/paternity leave, etc. HR are already revising their pages on the Staff Intranet and aim to launch these pages asap plus provide more effective guidance/FAQs for managers;
- institutional budgeting for maternity leave / replacement staff.

*Recruitment:*

- ensuring job adverts are gender neutral;
- ensuring job adverts promote the benefits of working at BU.

*Academic promotions:*

- providing training for managers on providing feedback (already in progress);
- reviewing the IPM role in terms of ensuring consistency of criteria and decision-making;
- reiterate guidance to those responsible for panels on how to take any breaks in careers into account (such as parental leave).

*REF 2021:*

- REF review panels and steering group should strive to be gender representative;
- Mock REF exercises should take a broad definition of research and output types.

The review by HR of the BU maternity/paternity policies is underway and progressing well.

### **SWAN SAT – 30 April 2018**

The SAT scrutinised data on: parents and carers survey (undertaken at BU in 2016), academic recruitment, academic promotions, REF/RAE staff selection rates. A series of recommendations was made to the SWAN Steering Group, resulting in the actions listed above.

### **Departmental submissions**

Departmental submissions are working to the following deadlines:

- Media Production – plan to submit in May 2018
- Life and Environmental Science; Psychology; Archaeology, Anthropology and Forensic Science – plan to submit in November 2018

### **Focus groups set up**

Five focus groups have been approved by the Steering Group:

1. Flexible working and managing career breaks – 15 May
2. Childcare provision – 7 June
3. Promotion – 18 June (rescheduled from 25 April)
4. Workload model – 3 July
5. Maternity, paternity, shared parental, adoption and parental leave – date tbc

Further details are available from:

<https://staffintranet.bournemouth.ac.uk/workingatbu/staffdevelopmentandengagement/equalitydiversityevents/athenaswanfocusgroups/>

### **All Faculty SWAN reps now confirmed**

All faculty reps have now been confirmed through an open appointment process. These are:

- Dr Lorraine Brown, FoM
- Prof Sara Ashencaen Crabtree, FHSS
- Dr Sue Sudbury, FMC (Dr Peri Bradley, FMC, as deputy)
- Sarah Hodge, FST

### **Relevant events that have taken place**

2 May 2018 Women's Academic Network (WAN) Speaker event: The Cult(ure) of Confidence - a critique of the 'Lean In' messages aimed at women to explain their failure to reach the upper

echelons of every aspect of society. Further details: <https://www.eventbrite.co.uk/e/wan-speaker-event-the-culture-of-confidence-tickets-43444171687?aff=eivtefrnd>

### **Relevant forthcoming events**

5 July 2018 Thinking about Academic Promotion. 2 hour workshop aimed at female academic staff, led by Prof Elizabeth Rosser. Further details:

<https://staffintranet.bournemouth.ac.uk/workingatbu/staffdevelopmentandengagement/staffengagement/womensacademicnetwork/wanevents/thinkingpromotion/>

### **Online resources**

Funding opportunities for those returning to academia after a break. This online session provides details about the eligibility criteria of these funding pots, and provides information about where you can find out more. Access the resources:

<https://staffintranet.bournemouth.ac.uk/workingatbu/staffdevelopmentandengagement/fusiondevelopment/fusionprogrammesandevents/rkeddevelopmentframework/returningtoacademiaafterabreak/fundingforthosere turningtoacademiaafter/>

*Dr Sonal Minocha, Julie Northam and Dr James Palfreman-Kay*

*14 May 2018*