

**Exploring the impact on policy and practice
resulting from engagement with the Athena
SWAN Charter self assessment process in a
post-92 University**

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Overview

We will share our practice in relation to

- the institutional support infrastructure
- academic departments
- qualitative and quantitative data
- external networking
- training and development
- illustrative case study
- recent enablers

Consider translation into policy

Institutional support infrastructure



- University Leadership Team Champion
- Athena SWAN Self Assessment Team (AS SAT)
 - Institutional award submission
 - Supports Department submissions
 - Chair, senior staff member
 - Membership - strong role models
 - Panellists on AS panels
 - Supports a 'champions' network
 - Supports mock panels



- more focussed on gender, BME and WP gaps in context of department
- recognise examples of good practice and celebrate success, locally
- manage their own practices eg times of meetings
- focus on relevant issues/themes eg aging/feminised workforce/top heavy grading



Qualitative data

- focus groups - narrative
- Asset Survey, amended to suit SHU and further for departments; IT based to enable automated analysis report
- Employee Opinion Survey - interpreted by Heads of Department



Quantitative data

- HR hierarchy/JACS
 - Academic
 - Research
 - Prof Services
 - Student enrols
 - gender mix



- Invited Queen's University Belfast to SHU - institutional Gold AS Award
- Actively engage with Northern AS Network
- Invited Prof Tom Welton, Chemistry, Imperial College - department Gold AS Award
- Act as advisors to other universities
- Equality Challenge Unit



- Unconscious bias training
 - Equality and Diversity Committee
 - Department SAT
 - Student recruitment leads (health)
 - Online tool for the masses
- ASPIRE - mentoring scheme for female academics at SHU
- Aurora Leadership programme
- AS Talk - in International Women's Day/Science Week
 - Prof Dame Athene Donald
 - Prof Tom Welton
 - Women engineers - Guy Martin's Speed
 - Prof Laura Serrant



Nursing and Midwifery (Bronze Award in 2016)

- AS process gave opportunity to examine cohort of staff approaching retirement and succession planning
- Reviewed schools outreach, work experience and other activities to encourage males into the sector
- Highlighting concerns about 'role model burnout' of the male students and staff
- Established very collaborative SAT
- Willing to try new approaches - mentoring with male dominated departments and vice versa



- New VC
 - Allocated senior level leadership of 'equalities' (PVC)
 - connecting of areas of good practice that previously stood alone eg Stonewall; AS; Race for Equality
 - re-focused Equality and Diversity team to have responsibility for practice, not just policy compliance and monitoring as previously
- Meg Munn MP as Governor
- Professor of Diversity and Inclusion, Laura Serrant
- SHU adopted Tableau, a reporting tool which enables bespoke reports for AS needs
- AS SAT able to raise awareness with Directorate colleagues eg HR; marketing
 - staff recruitment practices
 - web imagery

- more difficult to isolate impact on policy
- important as it supports sustainable practice
- difficult to differentiate whether it is policy or practice which has been adopted
- eg
 - work experience 50:50 female : male
 - guidance for supporting those on work experience
 - staff recruitment
 - gender balance on interview panels
 - positive action - "we welcome....."
 - brief the head hunters for senior posts eg VC and PVC.



Questions