

Athena SWAN update

Women's Network

October 2019



What is Athena SWAN?

- a charter, managed by Advance HE
- Bronze, Silver and Gold awards recognise commitment to advancing gender equality
- Institutional and School awards
- covers
 - gender representation staff and students
 - support for career development
 - working environment
 - academics and professional services

A Divisional view of our awards

	Division	Current Award	Planned Submission Date	Award Expiry Date
1	Kent School of Architecture		<i>tbc</i>	
	School of Arts	No award		
	School of English		<i>tbc</i>	
	Centre of Music and Audio Technology		<i>tbc</i>	
2	School of European Culture and Languages	Bronze		Nov-22
	School of History	Bronze		Nov-21
3	School of Biosciences	Bronze		Apr-23
	School of Physical Sciences	No award		
	School of Sport and Exercise Science		Nov-19	
	Medway School of Pharmacy	Bronze		Nov-21
	Kent and Medway Medical School		<i>tbc</i>	
4	School of Computing	Bronze		Apr-22
	School of Engineering and Digital Arts	Bronze		Apr-22
	School of Maths, Statistics and Acturial Science	Silver		Nov-21
5	Kent Business School		Apr-20	
6	School of Anthropology and Conservation	No award		
	School of Economics	No award		
	School of Politics and International Relations		Nov-19	
	School of Psychology	Bronze		Apr-22
7	Kent Law School	Bronze		Apr-23
	School of Social Policy, Sociology and Social Research	Bronze		Apr-22
	Centre for Journalism		Nov-19	
	Institutional - University of Kent	Bronze		Nov-21

Latest news

- **Athena SWAN review**

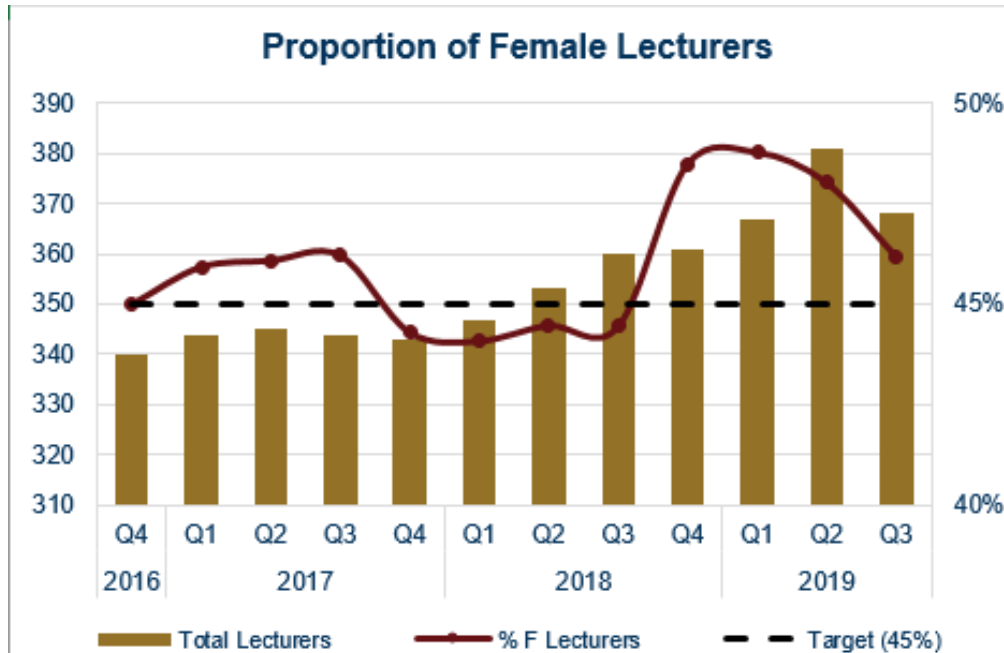
- in response to feedback that the application process is too onerous
- due to report by the end of the year

- **Organising for Success**

- impact of Divisional structure on Athena SWAN
- an EDI Task & Finish Group – how should we organize our EDI efforts?

Progress against our Bronze Objectives

1 To improve career development support for researchers and increase the proportion of female lecturers to 45% by 2020



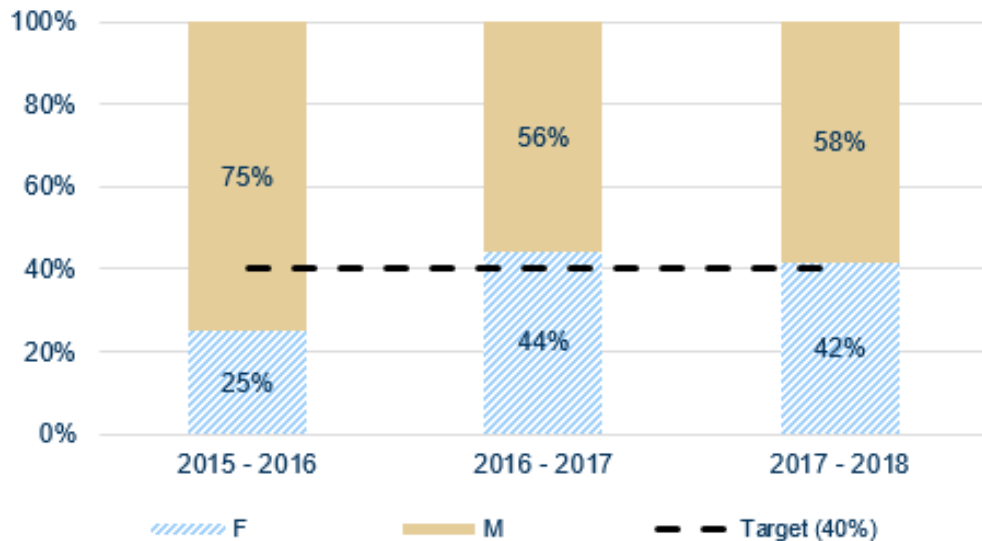
Still to do

- better support for own ECRs moving into academic posts at Kent

Progress against our 9 Bronze Objectives

2 To increase the proportion of qualified women securing promotion from senior lecturer to reader to 40% by 2020

Promotions from SL to Reader



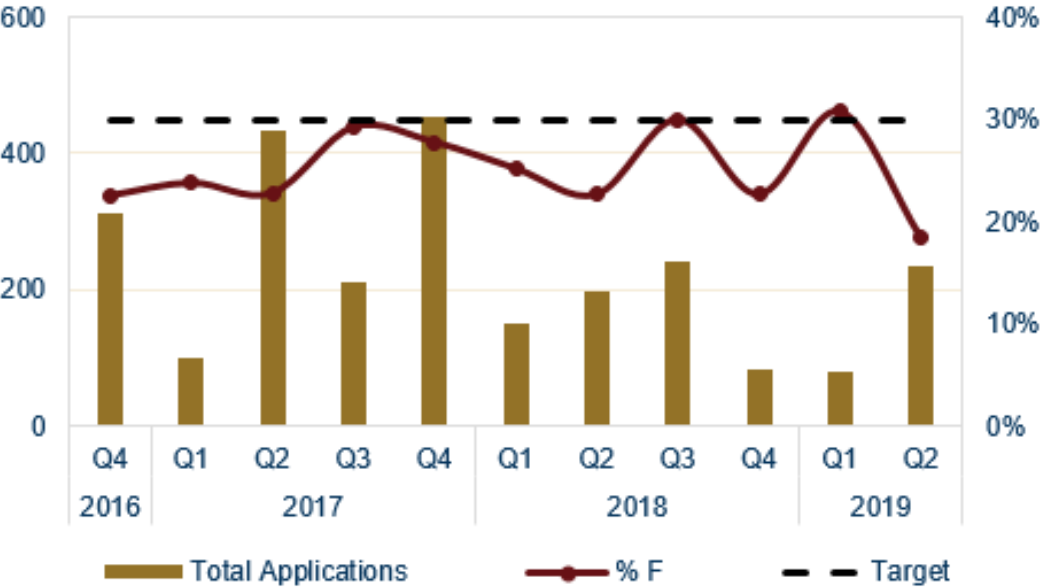
Still to do

- assess impact of Academic Career Map in the 2020 promotion round

Progress against our 9 Bronze Objectives

3 To increase the proportion of applications from women to 40% overall and 30% in STEMM by 2020

STEMM Female Academic Applications



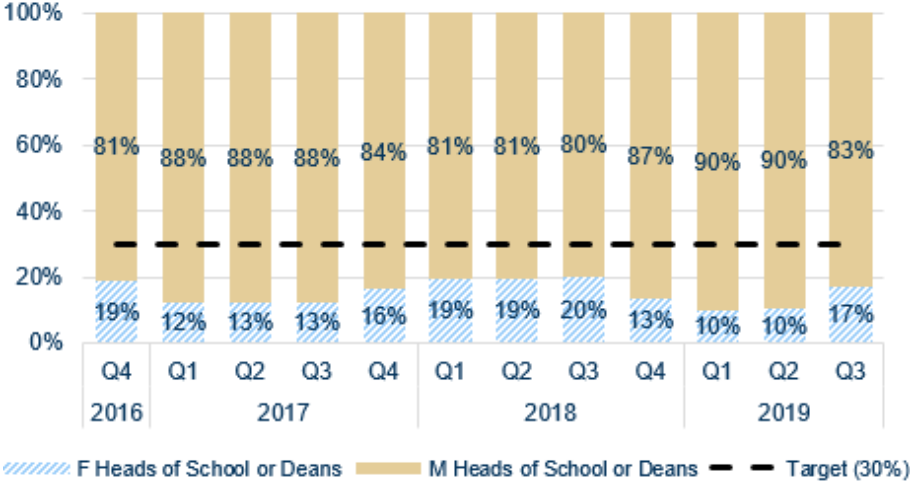
Still to do

- impact of new recruitment system Stonefish: positive action statements

Progress against our 9 Bronze Objectives

4	To increase the pipeline of leadership-ready women and the proportion of female Heads of School and Deans to 30% by 2020 including at least one post holder in STEMM.
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Heads of Schools and Deans



- Women’s Network fed into Equality Analysis for Organising for Success highlighting need for positive action to encourage gender balance in new senior academic roles

Other work in progress

- review results of part-time survey (closed 01 SEP) and hold follow-up focus groups
- Family friendly policy changes and increased visibility
- Professional Services processing at Graduation
- Professional Services 'movers questionnaire'
- embedding Equality Analysis
- involving men in the conversation
 - International Men's Day 19th Nov panel discussion
 - see our [Equality Matters blog](#)

The big picture of impact: our academic pipeline

