

School Handbook for: Athena SWAN Award

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Athena SWAN Awards :

- **Established by ECU (now ADVANCE HE) in:**
 - UK 2005
 - Ireland 2015
 - Australia 2016
- **Promote equality for fe/male staff and students in higher education**
- **Funded in Ireland by Higher Education Authority (HEA)**
- **Required by the HEA (June 2016) and in future by Irish funding agencies (SFI, IRC, HRB)**
- **Within 3 years research-funding agencies will require HEIs to have attained an Athena SWAN Bronze Institutional award to be eligible for funding**

The Athena SWAN Awards:

Bronze (entry level for institutions/departments/schools)

- ◆ identified particular challenges
- ◆ planned activities for the future

Silver

- ◆ significant record of activity and achievement
- ◆ demonstrating impact of implemented activities

Gold (no institutions have received this award – to date)

- ◆ beacons of achievement in gender equality
- ◆ champions of Athena SWAN and good practice

Athena SWAN: Examples of Benefits

- Policy interventions e.g. Post Maternity/Carers' Leave - term off teaching
- Programmes for:
 - Mentoring
 - Leadership Training
- Unconscious Bias Awareness sessions
- Extending eligibility for Fellowship to Part-time Staff
- Breastfeeding facilities on campus
- Funding opportunities.....

Bronze School Awards

- Require that the School has identified particular challenges and is planning activities to address them (Gender Action Plans)
- An assessment of gender equality in quantitative (staff and student data) and qualitative (policies, practices, systems and arrangements) terms

The Athena SWAN Application Process

- HoS should assign a Convenor (senior academic) to chair/steer the Self-Assessment Team and invite members to join SAT
- Establish the Self-Assessment Team and hold briefing meeting for SAT and the School
- Assign roles within the SAT – data collection/writing group etc
- Download the application form from ECU www site
- Examine (and use as a guide) successful AS applications from ‘matching’ institutions (available on Universities’ www sites)

The Self Assessment Team (SAT)

SAT composition, balance for:

- Gender
- Seniority
- Academic/non-academic
- Atypical working times/dual career

Gender Action Plans - SMART:

Specific, Measurable, Achievable, Relevant, Time-bound

- **Specific** gender actions arise from – data collection and analysis
- **Time-bound** milestones, start and end dates
- Actions **relevant** to issues faced
- Targets significant improvement that are **achievable**
- **Measurable** outcomes and successes –quantifiable, numerical

The Application Form

- **Letter of Endorsement from HoS should state:**
 - Why the School values the Athena SWAN Charter
 - How the Athena SWAN Action Plan will help meet the School's strategic aims
 - Demonstrate commitment by the School
- **Word Count must be adhered to for EACH section of the form – and stated (it is checked!)**
- **DATA**
 - Analytical not purely descriptive
 - With graphics/tables + raw numbers/%s
 - 3 years for each section

AS Compatibility with Academic Excellence?

UK Top 10 Universities in QS World University Rankings top 50

University	QS Rank	AS Status	LERU	Russell
Cambridge	5	Silver	Yes	Yes
Oxford	6	Bronze	Yes	Yes
UCL	7	Silver	Yes	Yes
Imperial	8	Silver	Yes	Yes
Edinburgh	23	Silver	Yes	Yes
Kings	23	Bronze		Yes
Manchester	34	Bronze		Yes
LSE	35			Yes
Bristol	44	Bronze		Yes

Submission Deadline

Schools should inform ADVANCE HE and the University SAT of their intention to apply > **2 months** in advance:

Victoria.Brownlee@advance-he.ac.uk
tcgel@tcd.ie

Submissions (with HoS's Letter of Endorsement, application document and action plan) can be made in **April** and **November** each year in pdf format by email to ADVANCE HE:

Victoria.Brownlee@advance-he.ac.uk

Further information available:

<https://www.tcd.ie/tcgel/athena-swan/>

<https://www.tcd.ie/tcgel/athena-swan/awards.php>

http://hea.ie/assets/uploads/2017/04/hea_review_of_gender_equality_in_irish_higher_education.pdf

<https://www.ecu.ac.uk/equality-charters/athena-swan/athena-swan-ireland/>