School Handbook for: Athena SWAN Award

Professor Eileen Drew, Director, Trinity Centre for Gender Equality and Leadership
Athena SWAN Awards:

- Established by ECU (now ADVANCE HE) in:
  - UK 2005
  - Ireland 2015
  - Australia 2016
- Promote equality for female/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

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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


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