



AdvanceHE

Transformed Athena Swan

Dani Glazzard, Head of Athena Swan UK

In a nutshell...



Participant's efforts are recognised and rewarded through Athena Swan awards – Bronze, Silver and Gold

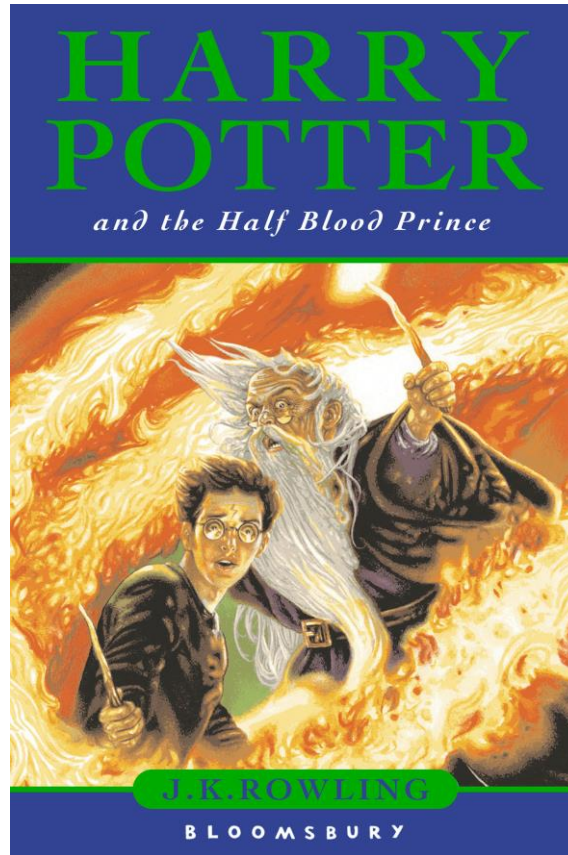
Athena Swan UK

- Where did it begin?
- What has it achieved?
- Why is it changing now?

2005?



2005?



2005?

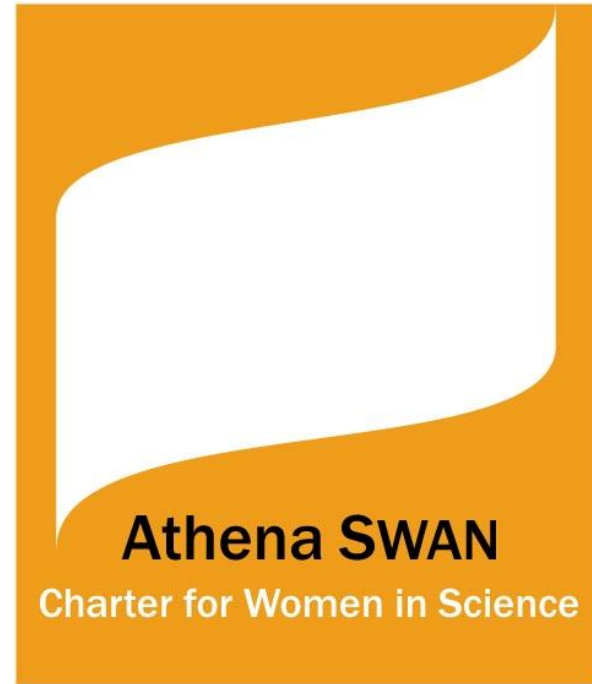


2005?



2005?

Advance and promote the careers of women in STEMM and achieve a significant increase in women in top posts



By 2015?

Expanded to:

- Arts and Humanities
- Professional roles
- Gender equality

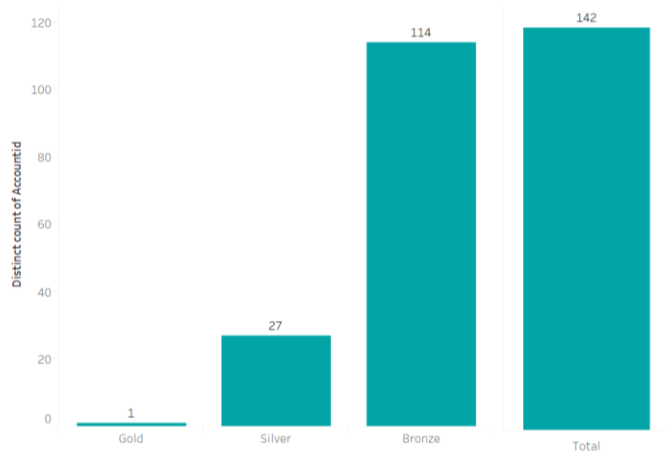


By 2021?

Athena Swan Participants



Athena Swan Award Holders



Behavioural and cultural change

93% agreed the Charter has had a **positive impact on gender issues** in their university, department or research institute

“[The Charter] unlocks open communication, honest discussion, real scrutiny of practices and commitment to a common purpose.”

Benefits for all

Members report that good practice implemented generally benefits all staff and contributes to improving the working environment and culture

Women in Gold departments are:

- + more satisfied with PDR, more optimistic about career prospects and more likely to have a mentor
- + more familiar with promotion criteria and processes and more likely to have been encouraged to apply for promotion

Greater representation of women

- + **Departments with awards have 7% more female staff** compared to no award departments
- + AS applicants **have trend towards more gender balanced senior level promotions,** and make more appointments to women.

Need for change

- Reduce workload, especially for women
- Increase efficiency and consistency of peer review
- Explore standardised measures of culture

“Reduce the burden, retain the rigour.”

Independent review

Administrative
burden

Consistency
and
transparency

Culture key
part of
assessment

Wider
definition of
gender

More training
and support

Owned and
led by the
sector

Key changes

Administrative
burden

Streamlined applications
Reduced data
requirements
Reward and recognition
for EDI work

Key changes

Consistency and transparency

Clarified award criteria and underpinning expectations

New panel terms of reference and panel pool

Increased training and standardization for panel members

Scoring rubric and revisions processes introduced

Key changes

Culture key
part of
assessment

Piloting new
departmental
culture survey

Key changes

Wider definition of
gender

Recognition of right to
determine own gender
identity and intersectional
inequality embedded in
principles and application
requirements

Key changes

More training and
support

New member offer
Dedicated
advisers

Key changes

Owned and led by the sector

Established governance committee and subgroups
Transformation informed by sector feedback at each stage

Transformed charter

- Paradigm shift from prescription to autonomy and flexibility;
- Reduction in administrative burden;
- AHE moving from a judging to developmental and supporting approach.



AdvanceHE

For more information
www.advance-he.ac.uk
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