



Queen's University  
Belfast

# Applying for an ATHENA SWAN Award

SWAN Champion School of Mathematics & Physics:

Prof Adele Marshall

# ATHENA SWAN Application

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Queen's Gender Initiative

SWAN Champions

School Bronze ATHENA SWAN Award – 2011

University Silver ATHENA SWAN Award - 2012

School Silver ATHENA SWAN Award – 2013

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## Bronze Application

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SWAN Champions Meetings

Self Assessment Team

Data Collation & Analysis

Preparation of submission

SWAN Steering Group

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# Things that worked well

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- ▶ The Self Assessment Team
  
- ▶ The SWAN Champions
  - ▶ The Champions group
  - ▶ Peer assessing



# Things that didn't work well

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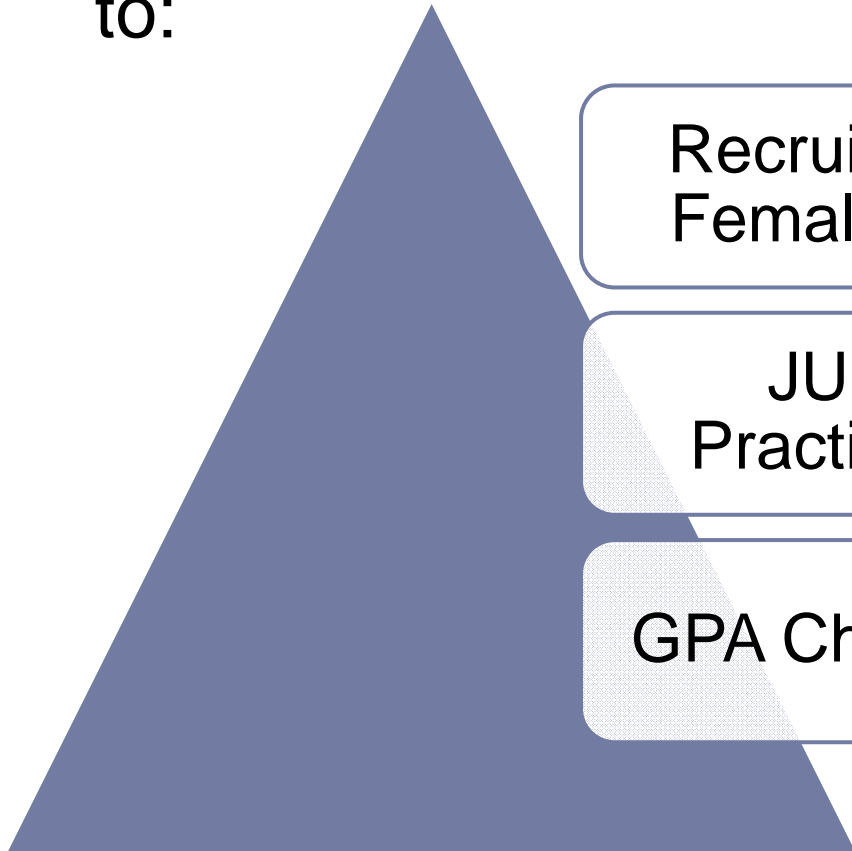
- ▶ Data collation
  - ▶ Admissions Office
  - ▶ Personnel Office
  - ▶ School Office
  - ▶ Equal Opportunities Office
  - ▶ UK data
- ▶ Finding time and evidence for initiatives to be the factors making a difference



# Maths & Physics School Action Plan

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The Long-Term Aims of the School in 2011 were to:



# Current Situation

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- ▶ Undergraduate proportions : female representation has improved.
  - ▶ In 2011: Higher proportion of female students on Maths courses compared to UK average
  - ▶ In 2013: Higher proportion of female students on both Maths and Physics courses compared to UK average
- ▶ Percentage of female research student up from 2011 for both Maths and Physics
- ▶ School with an upward trend from 11% in 2011, to 14% in 2012, to at least 19% in 2013.



# Initiatives

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- ▶ Peer Mentoring for undergraduates
- ▶ Personal Tutors for undergraduates
- ▶ Website for women in the School, mailing list, facebook ..
- ▶ Events are all gender balanced
- ▶ Events specifically for females: “Women in Physics Day”
- ▶ Committee gender balanced
- ▶ Job adverts expressly say that female applicants welcome
- ▶ Recruitment panels have female representation
- ▶ Diversity training 100%
- ▶ School Staff/Student survey
- ▶ Appraisal form changed to include promotion