Agenda

11.00 Introduction
11.15 Becoming an ATHENA Swan Silver award department
12.00 Applying for ATHENA Swan
13.00 -13.45 Lunch
13.45 Support for departments via the LMS website
14.45 Summing Up and Next Steps
Introduction

• LMS Good Practice Scheme: Advancing Women’s careers in university mathematical sciences departments

• Aims similar to Athena SWAN, emulates IOP Juno Award, but specific to mathematics.

• Steering Group: subgroup of LMS Women in Maths Committee.
GPS: Why?

• Good practice benefits all, bad practice affects women disproportionally.
• Although 40% of UG mathematics grads are female, only 4% of professors of maths are.
• Drop off is more severe than other sciences
• IRMS 2010 recognised issue and recommended urgent action.
• Athena SWAN exists but requires benchmarking data to be available.
5 Principles of Good Practice

1. Equality of opportunity.
2. Fair appointment, selection and promotion policies.
3. Departmental structures which give fair access to progression.
4. Open and inclusive culture in department.
5. Flexible working practices that enable all staff to maximise contribution to mathematics, department and institution.
GPS: How?

• Sharing good practice
• Benchmarking survey
• Website
• Support for departments applying for Athena SWAN awards
• Mentoring network
Support for departments via the LMS website

Suggestions for content:
• Benchmarking data
• Successful Athena SWAN applications from maths depts
• Discussion forum
• Short case studies/examples of good practice