Applying for an ATHENA SWAN Award

SWAN Champion School of Mathematics & Physics:
Prof Adele Marshall
# ATHENA SWAN Application

<table>
<thead>
<tr>
<th>Queen’s Gender Initiative</th>
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<tr>
<td>SWAN Champions</td>
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<tr>
<td>School Bronze ATHENA SWAN Award – 2011</td>
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<td>University Silver ATHENA SWAN Award - 2012</td>
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<td>School Silver ATHENA SWAN Award – 2013</td>
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Bronze Application

- SWAN Champions Meetings
- Self Assessment Team
- Data Collation & Analysis
- Preparation of submission
- SWAN Steering Group
Things that worked well

- The Self Assessment Team

- The SWAN Champions
  - The Champions group
  - Peer assessing
Things that didn’t work well

- 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

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

- Recruit more Female Staff
- JUNO Practitioner
- GPA Champion
Current Situation

- 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

- 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