

Athena SWAN Feedback – April 2016

Bronze University

Please note that the below feedback is not an exhaustive appraisal of every point made in the submission. Additionally, while feedback is offered to applicants on each section of the form, it should be noted that applications to the Athena SWAN Charter are assessed “in the round”.

Institution name:	University of Sussex
Level of award applied for:	Bronze Renewal
Letter of endorsement from Head of Institution	
<i>Commended</i>	<i>For future consideration</i>
<p>Reference to actions undertaken.</p> <p>64 STEMM staff have been moved to indefinite contracts- a positive change that has benefitted staff.</p> <p>Embedded into the Equality Objectives (2016-2020).</p> <p>Concrete targets for future actions, including for 50% female proportion of senior professional staff.</p>	<p>Personal and senior management involvement could be explicitly referenced.</p>
The self-assessment process	
<i>Commended</i>	<i>For future consideration</i>
<p>The self-assessment team (SAT) is diverse and includes the Deputy Vice-Chancellor as well as postdoc representation.</p> <p>Meetings are held frequently.</p> <p>Plans to address the overrepresentation of women on the SAT.</p> <p>Workshops lead by external consultants.</p> <p>Good attendance at SAT meetings (73%).</p> <p>Clear reporting lines.</p> <p>Athena SWAN leads meet to share best practice.</p> <p>Table 2 is very detailed: it demonstrates that activities are ongoing over the period of the award and the commitment at departmental level.</p>	<p>Clarity regarding the evolution of the SAT in response to the expanded Athena SWAN criteria.</p> <p>Further details regarding the levels of staff consultation conducted.</p>
A picture of the institution	
<i>Commended</i>	<i>For future consideration</i>
<p>Six years of data presented.</p> <p>An increase in the proportion of women in STEMM at grades 6, 8 and 10, with the increased number of women at grade 10 attributed to promotion activities undertaken.</p> <p>Promotion workshops, delivered by PVCs, have been instigated.</p> <p>Introduction of the Teaching Fellow career pathway.</p> <p>The proportion of female professors has increased, across the institution and in STEMM departments.</p>	<p>Further reflection on the factors contributing to the static female to male ratio in STEM departments, despite growth in staff numbers.</p> <p>Further presentation of benchmarking data, particularly in Table 7/Chart 6.</p> <p>Analysis of the reduction in the proportion of female clinicians, with actions to address this.</p> <p>Further reflection on why women are least represented on Teaching and Research pathways and why representation on the Research pathway has dropped.</p> <p>Reflection on departmental differences.</p>

Supporting and advancing women's careers	
Key career transition points	
<i>Commended</i>	<i>For future consideration</i>
<p>Annual review of staff on fixed-term contracts.</p> <p>Progress in narrowing the gap between men and women on fixed-term contracts.</p> <p>Positive actions in recruitment, including recruitment, selection and unconscious bias training.</p> <p>An increasing proportion of female candidates are appointed.</p> <p>Promotions workshops delivered, with positive feedback.</p> <p>Staff can declare personal circumstances, to be taken into account by promotions panels, with data included in Table 11.</p>	<p>Reference to how promotions panels are trained to assess personal circumstances, and any guidance provided to line managers regarding revising all staff.</p> <p>Further clarity regarding the rationale for the mentoring programme to improve the success rate for women applying for professorial promotion: the panel asked if common reasons for unsuccessful applications had been identified and would be addressed by mentoring.</p> <p>Inclusion of data for male applications in Chart 9.</p>
Career development	
<i>Commended</i>	<i>For future consideration</i>
<p>HR Excellence in Research Award (the panel suggested including reference to the impact of this).</p> <p>Research Staff Office established in 2013.</p> <p>Coaching and workshops for research staff.</p> <p>Research Staff Representatives.</p> <p>Improvements in CROS responses regarding professional development (disaggregate by gender if possible).</p> <p>Women in STEMM Mentoring Circles, with plans to extend the circles and 1:1 mentoring to male academics.</p> <p>Good examples of positive profile-raising activities.</p> <p>The development of a comprehensive media campaign to celebrate female academic and professional staff.</p>	<p>Uptake data (disaggregated by gender) for the CEC guidance and workshops sessions.</p> <p>The Research Development uptake data to be disaggregated by gender.</p> <p>Mention of any School level differences (and participation by researchers) in Table 13.</p> <p>Reference to the mechanisms by which staff are encouraged to apply for opportunities, and which embed gender equality into nominations to public bodies, professional bodies and for external prizes.</p>
Organisation and culture	
<i>Commended</i>	<i>For future consideration</i>
<p>Positive female representation on influential committees.</p> <p>Equal pay reviews show no bias in favour of one gender.</p> <p>Development of professorial pay bands.</p>	<p>Reference to any committee succession planning or support for women to take on roles.</p> <p>Comment on the disparity between male and female submission rates in general engineering and computer sciences and informatics.</p> <p>Details of staff feedback in relation to the workload model and further reflection on current practice.</p> <p>Inclusion of further reflection on the survey results relating to work-life balance, with links to actions which address issues identified.</p>
Flexibility and managing career breaks	
<i>Commended</i>	<i>For future consideration</i>
<p>Good maternity return rate.</p> <p>The university have matched RCUK maternity leave provision.</p>	<p>Suggest more active promotion of flexible working policies, beyond detailing on the HR/recruitment webpages, and details of where policies go beyond statutory requirements.</p>

Guidance for managers to support women returning from maternity leave. The 100 place nursery, which is open from 17:30 till 18:30. Holiday club for 7 and 16 year-olds.	Details of the differences between the two occupational maternity pay schemes.
Any other comments	
<i>Commended</i>	<i>For future consideration</i>
The good practice developed as part of the pre-May Athena SWAN work will now be applied across the University. Highlighting achievements by specific departments.	
Action plan	
<i>Commended</i>	<i>For future consideration</i>
<p>2012 action plan The colour coding is useful.</p> <p>2016 action plan Actions are linked to evidence, for example, actions 2.a. and b. include detailed rationales. Some measurable targets are included, for example 3.c. Zoning of the timetable. Consideration of in-house returner fellowships.</p>	<p>2012 action plan Success measures were not specific or numerical, and therefore progress is not measured in a meaningful way. For example, what percentage of women in STEMM engaging in Action Learning Sets was targeted and what is the current percentage engaged.</p> <p>2016 action plan Inclusion of gender equity goals for all actions, for example 3.a. Inclusion of reflection in the body of the application on the 12% of female staff in STEMM who report being bullied or harassed. Inclusion of recruitment actions and targets. Suggest actions to address the underrepresentation of women on T&R contracts are included. Clarity regarding the setting of some ambitious aims.</p>
Final Comments	
<p>The panel commend the ongoing activities of the SAT and the commitment to Athena SWAN at departmental level. Some positive changes are reported, such as the 64 STEMM staff moved to indefinite contracts, the increased proportion of female professors, and improved CROS responses regarding professional development. Commended positive actions undertaken to date include: Introduction of the Teaching Fellow career pathway; Women in STEMM Mentoring Circles; career development activities for research staff; promotion workshops which has received positive feedback. In some areas of the application, further reflection was suggested (including female underrepresentation on T&R contracts, reports of bullying and harassment, and REF submission disparities) and it was suggested more detailed uptake and feedback data be included throughout. The panel recommend the action plan is reviewed, to include gender equity targets for each action, additional recruitment actions and actions to address the underrepresentation of women on T&R contracts.</p>	
Good Practice Example	
The promotions procedure has been amended to allow staff to declare personal circumstances	
Recommended Result	
Bronze	
Comments on the application (presentation, format, etc.)	
<p>Some repetition of data. A typo was identified in Table 12.</p>	