The University of Cambridge is committed in its pursuit of academic excellence to equality of opportunity and to a proactive and inclusive approach to equality, which supports and encourages all under-represented groups, promotes an inclusive culture, and values diversity (University Statutes and Ordinances).
Overview of Athena SWAN

Athena SWAN Awards

- **Bronze Award**: Quantitative and qualitative assessment to identify challenges and a four-year action plan
- **Silver Award**: Demonstrate impact of actions taken in response to previously identified challenges
- **Gold Award**: Substantial and well-established activity and achievement record, beacons of good practice

Athena SWAN Process

1. **Stage 1**: Secure local commitment to progressing gender equality
2. **Stage 2**: Identify Academic lead & Self-Assessment Team (SAT) and hold local consultations
3. **Stage 3**: Review data, identify challenges and successes
4. **Stage 4**: Develop submission & Action Plan
5. **Stage 5**: Ongoing review of progress and applications for higher awards

Key Areas of Focus

- Gender representation across all career stages from undergraduate to Professor
- Key points of attrition, particularly impacting on women in senior roles
- Student attainment by gender
- Working culture including role models
- Family friendly practice including flexible working and support for family leave
- Career development – recruitment, appraisal, promotion
- HR policies and procedures

E&D Team Support

- Schools Liaison
- STEMM and AHSSBL coordinators
- Assigned Contacts for Departments
- Guidance with staff and student surveys
- Provision of centrally held staff and student data
- Expertise in gender equality work at the University
- Support for data analysis and identifying actions/priority areas of work
- Mock panels prior to submission
- Final submission checklist
- Ongoing review and E&D Committee reporting
- Termly Calendars of events and special projects

Resources

- Submission templates with added guidelines in each section: [http://www.equality.admin.cam.ac.uk/projects/athena-swan/athena-swan-cambridge](http://www.equality.admin.cam.ac.uk/projects/athena-swan/athena-swan-cambridge)
- Key University initiatives: [http://www.equality.admin.cam.ac.uk/projects/athena-swan/key-initiatives-supporting-athena-swan-university-cambridge](http://www.equality.admin.cam.ac.uk/projects/athena-swan/key-initiatives-supporting-athena-swan-university-cambridge)
- Links to successful award submissions from other HEIs: [http://www.ecu.ac.uk/equality-charters/athena-swan/athena-swan-members/](http://www.ecu.ac.uk/equality-charters/athena-swan/athena-swan-members/)

Our Awards

- Institutional Silver Award (2014)
- Majority of STEMM Departments hold Gold, Silver or Bronze Awards

Governance

- Institutional and departmental progress overseen by E&D Committee
- Best practice shared at Athena SWAN Working Group (ASWG) and via regular Athena SWAN Network events
- STEMM & AHSSBL University Gender Equality Champions
- Senior Equality School Champions

www.equality.admin.cam.ac.uk/athenaswan