

Athena SWAN Action Plan Update – July 2019

Action		Progress 2018/19
1.1d	Launch a new comprehensive Inclusive Leadership Programme to ensure line managers understand how their decisions and actions directly and indirectly impact on gender pay and progression.	Programme formally launched 2 July
1.3b	Develop best practice guidance about ensuring a diverse range of speakers and panels at conferences.	Guidance developed and on E&D website
1.3d	The University commits to conduct the 2021 REF in-line with the highest E&D standards. We will develop a code of practice on the fair and transparent identification of staff with significant responsibility for research	Draft Code of Practice developed in partnership with E&D and submitted to Research England.
2.3c	Develop University online exit survey for all leavers to further understand staff destinations and reasons for leaving. Analyse data annually by factors including staff type, length of service and age.	A draft proposal for a University online exit survey for all leavers is currently being developed
3.1h	Develop and consult on an alternative to Academic career pathways i.e. a teaching and scholarship pathway, allowing promotion of teaching only staff.	Draft pathway was considered by HR and GESG Committees, with a University wide consultation process begun in Michaelmas term.
4.1a and b	Deliver "Where Do You Draw The Line?" training to Departments (academic and non-academic)	Training rolled out through Schools
4.2c	Evaluate effectiveness of Shared Parental Leave , My Family Care (MFC) , SPACE , Returning Carers Scheme	SPL uptake and RCS have been reviewed. Feedback from staff survey to be evaluated to direct SPACE activity and MFC engagement.
4.2d	Take forward changes to the Returning Carers Scheme further to the formal evaluation of its operation 5 years after implementation. See also 5.21c	RCS reviewed and evaluated.
4.4b	Provide guidance for managers on University policies and best practice regarding flexible working and support for carers.	Manager's checklist developed and training session held.
4.4c	Prepare University wide guidance on core hours that sets out best practice.	Core hours guidance drafted and seeking feedback
4.9c	Implement an Education Strategy to address: <ul style="list-style-type: none"> • Widening access and participation (through actions on Access, Governance improvements, student funding and Lifelong learning). • Student wellbeing and learning environment • Working in partnership with our students (e, g examination and assessment, life skills and employability) 	The Education Framework 2020-25 has been drafted and under consultation