The University is committed to gender equality in recruitment, retention and promotion.
The University of [university name] is committed in its academic excellence of opportunity and inclusive approach of equality, which strongly encourages all underrepresented groups, promotes culture, and values diversity. (University Statutes and Ordinances)
of Cambridge is in pursuit of diligence to equality and to a proactive approach to supports and under-represented faces an inclusive diversity.
“My interest in the Athena SWAN Charter began during my tenure as Deputy Rector at Imperial College London and has continued at the University of Cambridge, as a member of the University’s Athena SWAN Self-Assessment Panel and the Athena SWAN Governance Panel. I will continue to be a vocal advocate for Athena SWAN both as the Vice-Chancellor of a leading UK University and as part of the League of European Research Universities’ (LERU) commitment to the promotion of gender diversity.”

Professor Sir Leszek Borysiewicz
Vice-Chancellor
Introduction to Athena SWAN

The national Athena SWAN Charter recognises and celebrates good employment practice and commitment to advancing women’s careers in STEMM subjects (Science, Technology, Engineering, Mathematics and Medicine).
www.athenaswan.org.uk

The Charter is managed by the Equality Challenge Unit (ECU) and Athena SWAN awards are available in Bronze, Silver and Gold at Institutional or School/Faculty/Departmental level. Participation in Athena SWAN is an expectation from funding bodies including National Institute for Health Research and the Research Councils UK.
www.rcuk.ac.uk/research/pages/diversity.aspx
www.nihr.ac.uk/infrastructure/Pages/infrastructure_ biomedical_research_units.aspx

Gender Equality Charter Mark (GEM)
The ECU Gender Equality Charter Mark aims to address gender inequalities and imbalance in the Arts, Humanities and Social Sciences, in particular the under-representation of women in senior roles. The Charter Mark covers academic staff, professional and support staff, men, women and gender identity. It will be launched in October 2014 following a pilot in 2013/14.
www.ecu.ac.uk/our-projects/gender-charter-mark

www.admin.cam.ac.uk/offices/hr/equality/athena
Support for Departments

An annual cycle of interactive good practice workshops, data surgeries and network events has been developed to support those Departments preparing Athena SWAN submissions.

**Good practice workshops**
(December and June)
Highlighting common challenges and issues, providing practical examples of initiatives/activities, sharing best practice from within Cambridge and other UK institutions, advising on how to develop SMART action plans.

**Data surgeries**
(July and February)
Advising on central provision of data, local data acquisition, benchmarking guidance, effective data presentation, interpretation of data and examples of actions.

**Athena SWAN Network**
(April and October events)
Sharing information and good practice for developing Athena SWAN submissions, as well as progressing action plans. Members can subscribe at: https://lists.cam.ac.uk/mailman/listinfo/soc-athena-swan-network then contact each other via the network mailing list at: soc-athena-swan-network@lists.cam.ac.uk
Assigned Contacts

Providing ongoing support and guidance, sharing examples of good practice, assisting with action planning and providing expert feedback on draft submissions.

Athena SWAN webpages

Highlighting resources to support Departmental submissions, including information on family-friendly policies.

www.admin.cam.ac.uk/offices/hr/equality/athena
Online Equality & Diversity training module
The University would like all staff to complete online E&D training. An in-house module has been created to support staff in achieving this aim.
www.admin.cam.ac.uk/offices/hr/equality/

Events
Equality & Diversity offer termly programmes of events, including workshops, seminars and distinguished lectures.

For the latest information visit:
www.admin.cam.ac.uk/offices/hr/equality/events/#all
The benefits of Athena SWAN at the University of Cambridge

There are four STEMM Schools within the University of Cambridge, with a total of 22 Schools, Faculties and Departments eligible for Athena SWAN Awards. For the latest information on Departmental Awards visit: www.admin.cam.ac.uk/offices/hr/equality/athena/#departmental

Key priority at the University

“The University’s Award recognises that progressing gender equality is a key priority for us, leading to a substantial commitment of staff and resources to ensure engagement with Athena SWAN principles across Departments, Faculties and Institutes.”

Professor Jeremy Sanders
Pro-Vice-Chancellor for Institutional Affairs at the University

Working together

“We are delighted by this Award – but it just marks a beginning. The Athena SWAN Award and process is very important to us – we aspire to be the best in all aspects of what we do, and our action plan will be the basis for change. The process has shown how much can be achieved when a team drawn across the entire Department work together with a single goal.”

Professor Jane Clarke
Academic Lead for the Department of Chemistry Submission
Promoting equality

“Equality is particularly critical within the Department, given that we probably have more female students, and as many female staff, as any other department in the University. We are delighted to have received an Athena SWAN Award, which signals how importantly we regard the support for, and promotion of, equality.”

Professor James Wood
Head of the Department of Veterinary Medicine

“Athena SWAN is a journey with many routes, supporting and encouraging women scientists at all stages in their careers.”

Professor Val Gibson
Academic Lead for the Department of Physics Submissions

Providing role models

“We are very pleased that the fraction of women is almost as high at professorial level as it is at undergraduate level, and is essentially maintained at the intermediate levels. I attribute it to our excellent female academics who are such superb and proactive role models and mentors.”

Professor Lindsay Greer
Head of the Department of Materials Science and Metallurgy
Changing culture

“The landscape for women in the School really has changed over the past few years as a result of our commitment to Athena SWAN, but much of what we have developed has benefits for all staff, not just women. We now have the tools in place to recruit more effectively, to support our staff more comprehensively, and to celebrate achievements more widely.”

Professor Fiona E Karet
Academic Lead for the School of Clinical Medicine Submission

“I am delighted that the Department has received this Award in recognition of our commitment to equality. I believe this is crucial for a supportive, congenial and successful Department. We have already started to implement our Athena SWAN action plan and are benefiting from it.”

Professor Dame Ann Dowling
Head of the Department of Engineering
Additional initiatives advancing gender equality

Gender Equality Group (GEG)
Chaired by the University’s Gender Equality Champion Professor Dame Athene Donald and reporting to the Human Resources Committee.

Senior Gender Equality Network (SGEN)
SGEN links with GEG and has identified priority areas to progress gender equality across all Schools, Divisions and Departments. SGEN provides a senior profile of active gender equality advocates.

“We are working hard to ensure that women are well represented at the most senior levels of the University, and that women across the whole University are supported and encouraged to achieve their potential.”

Professor Jeremy Sanders
Pro-Vice-Chancellor for Institutional Affairs
Returning Carers’ Scheme
A fund to help Academic and Research Staff restart their research following a break or a period of leave for caring responsibilities.
www.admin.cam.ac.uk/offices/hr/policy/carer/

Senior Academic Promotions (SAP) support
The SAP CV Scheme is a positive action initiative that aims to encourage more women to apply for senior roles, with senior academics who have extensive experience of the promotions procedures providing support and advice for applicants from all six Schools. Highlighted at SAP open fora to inform staff about the process, hosted by the Pro-Vice-Chancellor for Institutional Affairs.
www.admin.cam.ac.uk/offices/hr/equality/wiseti/cv/

Equal Pay Reviews
Publication of biennial Equal Pay Review data.
www.admin.cam.ac.uk/offices/hr/equality/cambridge/gender/
Women Role Models
A publication and website, launched in March 2014, highlights and explores different meanings of success and excellence and celebrates women achievers from across the University.
www.admin.cam.ac.uk/offices/hr/equality/

Daphne Jackson Fellowships
The University, in partnership with the Daphne Jackson Trust, sponsors a number of flexible, part-time STEMM fellowships for researchers returning after a career break.
www.daphnejackson.org

Women’s Staff Network (WSN)
Provides an annual programme of events to support and engage women across the University.
www.admin.cam.ac.uk/offices/hr/equality/networks/women
WiSETI
Established in 1999, WiSETI (Women in Science, Engineering and Technology Initiative) is a positive action initiative at the University of Cambridge that promotes and supports women in STEMM subject areas. WiSETI activities feed directly into the broader objectives on gender equality within the University. www.admin.cam.ac.uk/offices/hr/equality/wiseti

WiSETI Annual Lecture
Hosted by the Vice-Chancellor and sponsored by Schlumberger, the Annual Lecture features a distinguished woman scientist speaker who talks about her career path, research, balancing family and work and other issues affecting women in STEMM.

Cake and Careers
Seminars for women PhD students and postdocs to learn about different career options within and outside academia, and an opportunity for networking. Cake provided!
Athena SWAN Charter
www.athenaswan.org.uk
athenaswan@ecu.ac.uk

Charter for women in science
Recognising commitment to advancing women’s careers in STEMM academia

Athena SWAN
University of Cambridge

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