

Prof Kieran Gibson
Head of School
kieran.gibson@york.ac.uk

Nikki Robinson
pet-hos-pa@york.ac.uk

School of Physics, Engineering and Technology
Faculty of Sciences
University of York, York YO10 5DD



UNIVERSITY
of York

Athena Swan Charter
Advance HE
Innovation Way
York Science Park
York YO10 5BR
United Kingdom

22 November 2022

Re: Transfer of Athena Swan Rewards

Dear Head of Athena Swan,

On behalf of the School of Physics, Engineering and Technology at the University of York I am writing to request the transfer of the Athena Swan awards from the Department of Physics (Silver) and the Department of Electronic Engineering (Bronze) to the School of Physics, Engineering and Technology. We are requesting the transfer of award (Bronze) to the School of Physics, Engineering and Technology as we have recently undergone a restructure.

The University of York has established the School of Physics, Engineering and Technology, bringing together the synergies and strengths of the departments of Electronic Engineering and Physics and enabling expansion into new areas. The School of Physics, Engineering and Technology formally launched on 1 August 2022. The school was formed as part of the University's Academic Structures project, one of four (4) projects covering strategic areas of change and improvement. The Academic Structures project created three (3) early adopter schools (the School for Business and Society, School of Arts and Creative Technologies, and the School of Physics, Engineering and Technology) in order to strengthen academic communities and create more opportunities to collaborate.

The creation of the School of Physics, Engineering and Technology has changed the internal management structures for both departments combining existing teams, committees and staff into one School structure including the creation of the School EDI Committee. There were no redundancies as a result of the formation of the School, in fact two new positions (Student Services Manager and Administrative Manager) were created to help facilitate the formation of the school and support the new school structure.

As a School, equality, diversity, and inclusion are central to our culture and we strive to provide a working environment which allows all staff and students to contribute fully, to flourish, and to excel. We aim to ensure that there is a supportive and egalitarian culture at all levels and across all staff groups and offer a range of family friendly, inclusive employment policies, flexible working arrangements, staff engagement forums, campus facilities and services to support staff from different backgrounds. We wish to transfer our existing departmental Athena Swan awards to a School award to show our continued commitment to creating a fully inclusive and supportive environment in which staff and students can thrive.

I confirm that the School of Physics, Engineering and Technology, University of York is committed to working towards the achievement of the Athena Swan Charter's aims and I confirm our acceptance of the principles of the charter.

Faithfully,

A handwritten signature in black ink, appearing to read 'K. Gibson', written in a cursive style.

Prof. Kieran Gibson
Head of School
School of Physics, Engineering and Technology