DEPARTMENT OF PHYSICS, UNIVERSITY OF YORK

Application for Athena SWAN Silver status at departmental level

ACTION PLAN  please see Institute of Physics Juno Champion Action Plan provided

Mapping between Athena SWAN guidance and Juno Champion Action Plan

<table>
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<th>Athena SWAN principle</th>
<th>Juno Champion Action Plan: actions</th>
<th>Comments</th>
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</table>
| 1. Baseline data and supporting evidence | 1.1.2; 1,2 (all); 2.2.1; 2.2.2 | See also Juno Evidence Base and Commentary (EBC), in particular:  
  - Juno Principle 1 (pp 3-4);  
  - section headed ‘Qualitative and Quantitative Evidence’ (pp 8-13) |
| 2. UG and PG students | 4.1 (all) | See also EBC, in particular:  
  - membership of DEC includes postgraduate student;  
  - Juno Principle 3 (pp 5-7) - references to PG responses to mentoring and career progression questionnaire, and related appendices (PG questionnaire and preliminary analysis of responses);  
  - Postgraduate support and Undergraduate admissions sections (p 17-18) |
| 3. Key Career Transition Points, Appointments and Promotions | 1.2 (all); 2.1.2; 2.2 (all); 3.1 (all); 3.2 (all); 4.2.1 | See also EBC, in particular:  
  - Juno Principle 2 (pp 4-5)  
  - Juno Principle 3 (pp 5-7) - references to mentoring and career progression questionnaire, and related appendices (staff questionnaire and preliminary analysis of responses);  
  - Current Departmental Good Practice, in particular pp 14-17 (‘Career progression and promotion’ up to and including ‘Postgraduate Support’) |
4. Career Advice and Support
1.2.2; 2.1.3; 3.1 (all); 3.2 (all); 5.1 (all)

See also EBC, in particular:
- Juno Principle 3 (pp 5-7)
- Current Departmental Good Practice, in particular pp 14-17 (‘Career progression and promotion’ up to and including ‘Postgraduate Support’ and ‘Work-life balance’ on p18)

5. Culture, Communications and Departmental Organisation
1.1 (all); 2.1 (all); 4.1 (all); 4.2 (all); 5.1 (all)

See also EBC, in particular:
- Evolution of the Self-Assessment Process: The Departmental Equality Committee (pp 1-2)
- Juno Principle 4 (pp 7-8)
- Current Departmental Good Practice, entire section (pp 13-18)

6. Career breaks/flexible working
2.1.1; 3.2.1; 4.1.1; 5.1 (all)

See also EBC, in particular:
- Additional statistics, page 12
- Current Departmental Good Practice, Work-life balance, page 18

For completeness, we include a copy of the Juno Practitioner Action Plan submitted in January 2010, as it is referred to in our Juno Champion “Evidence Base and Commentary” document, pages 3-8.