

Changes under the expanded Athena SWAN charter

- Enables arts, humanities, social science, business and law departments (AHSSBL) to apply for an award alongside the science, technology, engineering, mathematics and medicine (STEMM) disciplines.
- Allows for more explicit consideration of professional and support staff, and at an institutional level submission, trans staff and students.

All institutions wishing to remain members of ECU's Athena SWAN Charter must sign up to the new principles by April 2017*

Key changes are as follows:

- Inclusion of professional and support staff
- Inclusion of trans staff
- Consideration of intersectionality
- Questions rationalised, and some new
- Four year award validity
- Aggregated, extended word count (Institution application: Bronze – 10,000; Silver 11,000. Department application: Bronze – 10,500, Silver 12,000)

Professional & Support staff requirements:

- Baseline data (picture of institution/department, but in departments just total number)
- Bronze: Flexible working and managing career breaks; Organisation and culture
- Silver: all of Supporting and advancing women's careers section

Trans staff requirements:

- Institutional submissions only – new section of form
- No requirement for quantitative data
- Focus on inclusivity
- ECU currently updating guidance on supporting trans people

New questions (variation between department/institution)

- Inclusion in the REF
- Consideration of negotiable pay at promotion
- Support for grant applications
- Transition from part-time back to full-time after a career break
- HR policies (dignity at work etc.)
- Shared parental leave

Improvements to both processes

- Applicants have right to appeal decision – application may be put to new panel
- Applicants may object to specific panellists
- Mechanism for raising objections to assessment or award
- ECU may put application to new panel if concerned about recommended decision
- Chair training
- More complete guidance in new handbook: <http://www.ecu.ac.uk/equality-charters/athena-swan/athena-swan-resources/>

AHSSBL departments will need to use the new forms under the new process. STEMM departments are not required to use the new forms until April 2017, although Athena SWAN is encouraging a move to the new forms sooner rather than later.

Renewals made under the new criteria will be treated as new applications.

GEM awards will be converted to Athena SWAN awards.

***Athena SWAN Principles: post-May 2015**

- Recognise talents of all
- Advance gender equality
- Recognise disciplinary differences
- Tackle the gender pay gap
- Remove obstacles in particular at major points of career development and progression including transition from PhD into a sustainable academic career
- Address short-term contracts
- Tackle discrimination against trans people
- Demonstrate senior commitment
- Make structural and cultural changes
- Consider intersectionality

LW

May 2015